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TWENTY-FOURTH ANNUAL RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES PAID

1990-91

THIS REPORT SUMMARIZES THE RESULTS
OF A QUESTIONNAIRE STUDY
IN ONE HUNDRED FORTY-SIX STATE-SUPPORTED
UNIVERSITIES REPRESENTING FORTY-NINE STATES
AND THIRTY-TWO UNIVERSITY SYSTEMS
REPRESENTING TWENTY-FIVE STATES

UNIVERSITY
of ARKANSAS
1871

OFFICE OF INSTITUTIONAL RESEARCH
UNIVERSITY OF ARKANSAS
DECEMBER 31, 1990

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A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES

INTRODUCTION

This study is the twenty-fourth annual administrative salary survey conducted by the University of Arkansas. The universities invited to participate comprise a representative group of public, doctoral-granting institutions. To provide anonymity, the universities are not identified with their salaries. Also, when the number of respondents for a particular position was fewer than three, the data were omitted.

The salaries are distributed in rank order to facilitate comparisons of a participant's relative standing with other universities. *A salary enclosed in parentheses identifies that salary as being paid for a position with a dual function. Salaries within parentheses are included in the position average.* Only one salary from an institution is reported per position.

Several salaries in Table I are also coded with an asterisk. The asterisk indicates that the salary is from an institution which is a member of the National Association of State Universities and Land-Grant Colleges (NASULGC). Table I contains an average for only those salaries paid at institutions belonging to NASULGC which is printed above the average of all salaries.

Salaries are reported only for full-time administrators. The study includes officers whose responsibilities and functions range from the director of a single office to the university president. Reporting guidelines provided with the questionnaire have enabled the inclusion of these salary data, with few exceptions, exactly as reported by the responding institutions.

The University of Arkansas wishes to thank all respondents for participating. The primary purpose of this study has always been to provide comparable and comprehensive information in a timely manner that will be useful to participants, particularly in the preparation of annual budget requests.

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES

DESCRIPTION

TABLE I

The first section provides the ranking of salaries paid among all participating universities. Questionnaires were sent to one hundred sixty-nine universities in fifty states. From this group, replies were received from one hundred forty-six institutions in forty-nine states.

Several salaries in this section have been printed with an asterisk. The asterisk indicates that the salary is from a university which is a member of the National Association of State Universities and Land-Grant Colleges (NASULGC). Two average salaries are printed after each position's rank order of salaries. The average salary for only those institutions belonging to NASULGC is calculated, as well as the average for all institutions.

TABLE II

The second section is a series of tables showing the salaries paid among the one hundred forty-six participants arranged into the nine regions defined by the Equal Employment Opportunity Commission (the New York and Boston regions are combined). The responding universities in each region are enumerated at the beginning of the appropriate section.

TABLE III

The third section of the study is a table of salaries paid to the university system officers. For purposes of this survey, a university system is defined as one which has a separate administrative structure for a system of multiple general academic institutions, at least one of which has offerings at the doctorate-granting level. Questionnaires were sent to thirty-five university systems in twenty-eight states, and replies were received from thirty-two university systems in twenty-five states.

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID 1990-91

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Dallas Region 68

Denver Region 78

Kansas City Region 85

New York and Boston Regions 91

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TABLE I

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FORTY-SIX UNIVERSITIES IN FORTY-NINE STATES

This table summarizes the data for one hundred forty-six universities in forty-nine states. For making these data available, the University of Arkansas is grateful to the following universities:

*Auburn University
Ball State University
California State University - Los Angeles
Central Michigan University
City University of New York Graduate School and University Center
*Clemson University
Cleveland State University
College of William and Mary
Colorado School of Mines
*Colorado State University
East Tennessee State University
East Texas State University
Florida Atlantic University
*Florida State University
*Georgia Institute of Technology
Georgia State University
Idaho State University
Illinois State University
Indiana State University
*Indiana University - Bloomington
Indiana University of Pennsylvania
Indiana University - Purdue University at Indianapolis
*Iowa State University of Science and Technology
*Kansas State University
*Kent State University
Lamar University
*Louisiana State University and A & M College
Louisiana Tech University
Marshall University
Memphis State University
*Miami University
*Michigan State University
Michigan Technological University
Middle Tennessee State University
*Mississippi State University
*Montana State University
New Jersey Institute of Technology
*North Carolina State University - Raleigh
*North Dakota State University
Northeast Louisiana University
Northern Arizona University
Northern Illinois University
Northwest State University of Louisiana
Oakland University
*Ohio State University
*Ohio University
*Oklahoma State University
Old Dominion University
*Oregon State University
Portland State University
Sam Houston State University
San Diego State University
South Dakota School of Mines
*South Dakota State University
*Southern Illinois University at Carbondale
Southern Illinois University at Edwardsville
*State University of New York - Albany
*State University of New York - Binghamton
*State University of New York - Buffalo
State University of New York - Environmental Science
*State University of New York - Stony Brook
Stephen F. Austin State University
Tennessee Technological University

*Member of National Association of State Universities and Land-Grant Colleges

TABLE I (Continued)

Texas A & I University
*Texas A & M University
*Texas Southern University
*Texas Tech University
Texas Woman's University
University of Akron
*University of Alabama
*University of Alabama - Birmingham
University of Alabama - Huntsville
*University of Arizona
*University of Arkansas
*University of California - Davis
*University of California - Santa Barbara
University of California - Santa Cruz
University of Central Florida
*University of Cincinnati
University of Colorado at Denver
*University of Connecticut
*University of Delaware
*University of Florida
*University of Georgia
*University of Hawaii - Manoa
*University of Houston
*University of Idaho
*University of Illinois at Chicago
*University of Illinois at Urbana-Champaign
*University of Kansas
*University of Kentucky
*University of Louisville
University of Lowell
*University of Maine at Orono
*University of Maryland at College Park
*University of Massachusetts
University of Massachusetts at Boston
*University of Michigan at Ann Arbor
*University of Minnesota - Twin Cities
*University of Mississippi
*University of Missouri - Columbia
*University of Missouri - Kansas City
*University of Missouri - Rolla
University of Missouri - St. Louis
*University of Montana
*University of Nebraska - Lincoln
University of Nebraska at Omaha
University of Nevada, Las Vegas
*University of Nevada, Reno
*University of New Hampshire
*University of New Mexico
University of New Orleans
*University of North Carolina at Chapel Hill
University of North Carolina at Greensboro
*University of North Dakota
University of North Texas
University of Northern Colorado
University of Northern Iowa
*University of Oklahoma
*University of Oregon
*University of Rhode Island
University of South Alabama
*University of South Carolina, Columbia
*University of South Dakota
*University of South Florida
University of Southern Mississippi
University of Southwestern Louisiana
*University of Tennessee at Knoxville
University of Texas at Arlington
*University of Texas at Austin
University of Texas at Dallas
University of Texas at El Paso
*University of Toledo
*University of Utah
*University of Vermont

*Member of National Association of State Universities and Land-Grant Colleges

TABLE I (Continued)

*University of Virginia
*University of Wisconsin at Madison
*University of Wisconsin at Milwaukee
*University of Wyoming
*Utah State University
*Virginia Commonwealth University
*Virginia Polytechnic Institute and State University
*Washington State University
*West Virginia University
Wichita State University
Wright State University

*Member of National Association of State Universities and Land-Grant Colleges.

TABLE I (Continued)

ADMINISTRATIVE OFFICERS:
SYSTEM PRESIDENT OF A
MULTI-CAMPUS INSTITUTION

Rank	Salary
1	160,000 *
2	156,750 *
3	155,040 *
4	152,300 *
5	151,300 *
6	149,800 *
7	148,824 *
8	141,325
9	140,000 *
10	135,000 *
11	130,000 *
12	130,000 *
13	128,563
14	126,990 *
15	126,300 *
16	125,040 *
17	120,000 *
18	117,900 *
19	95,000 *
Average "*"	136,544
Average All	136,375

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SINGLE
UNIT INSTITUTION

Rank	Salary
1	190,550 *
2	174,000 *
3	170,000 *
4	170,000 *
5	167,000 *
6	164,000 *
7	162,839 *
8	159,500
9	159,086
10	155,622 *
11	155,000 *
12	155,000 *
13	152,000 *
14	151,500
15	150,000 *
16	148,700 *
17	148,500
18	147,679 *
19	147,679 *
20	144,783 *
21	144,200 *
22	143,550 *
23	143,377 *
24	142,000
25	142,000 *
26	141,400 *
27	140,800
28	138,900
29	138,375 *
30	137,000 *
31	136,300 *
32	135,000 *
33	135,000 *
34	134,620 *
35	133,775 *
36	133,755 *
37	133,600 *
38	133,521
39	133,160 *
40	132,258 *
41	132,175
42	130,829
43	130,000
44	129,253
45	128,200
46	127,820
47	127,513
48	127,500 *
49	127,278 *
50	127,000
51	126,800 *
52	126,800 *
53	126,000
54	125,000 *
55	125,000
56	(124,800)*
57	121,500 *
58	120,500 *
59	120,000
60	120,000 *
61	119,600
62	118,500
63	118,500
64	118,116
65	118,085 *
66	117,915 *
67	117,300 *
68	117,130 *
69	117,055 *
70	116,904
71	116,550
72	116,472
73	115,700
74	115,000
75	114,000
76	113,604 *
77	113,000 *
78	112,630 *
79	112,212 *
80	111,300 *
81	111,150
82	109,857
83	109,500
84	109,500
85	109,000 *
86	108,324
87	108,324
88	108,000 *
89	107,100
90	106,576
91	105,000
92	105,000 *
93	105,000 *
94	104,572 *
95	104,499 *
96	103,502 *
97	102,160
98	102,000 *
99	100,000
100	100,000
101	99,285
102	98,100
103	97,697
104	97,240
105	97,200
106	96,813
107	95,000
108	95,000
109	95,000
110	95,000 *
111	95,000
112	95,000 *
113	95,000
114	92,880 *
115	92,880 *
116	89,872 *
117	89,000 *
118	89,000 *
119	88,900
120	86,700
121	86,300
122	84,800
123	84,000 *
124	83,955
125	82,950
126	82,000 *
127	62,160
128	62,160
Average "*"	127,556
Average All	120,293

*Member of NASULGC

TABLE I (Continued)

ADMINISTRATIVE OFFICERS: VICE PRESIDENT FOR INSTITUTIONAL PLANNING

Rank	Salary
1	109,100 *
2	107,160 *
3	104,000
4	102,406
5	97,150 *
6	96,000 *
7	92,642 *
8	92,000 *
9	90,740
10	90,196 *
11	90,000
12	87,736
13	83,580 *
14	83,100
15	79,475
16	73,028
17	70,700
18	68,650 *
19	63,850 *
20	62,500 *
21	(55,155)*

Average "*" 84,832

Average All 85,675

ADMINISTRATIVE OFFICERS: EXECUTIVE VICE PRESIDENT

Rank	Salary
1	148,100 *
2	136,200 *
3	129,735 *
4	128,000 *
5	123,203 *
6	115,000 *
7	113,926 *
8	113,000 *
9	111,260 *
10	106,180 *
11	103,917 *
12	99,100 *
13	(95,700)*
14	92,581
15	90,000 *
16	89,507
17	80,548
18	75,336
19	72,360 *

Average "*" 112,379

Average All 106,508

ADMINISTRATIVE OFFICERS: ADMINISTRATIVE VICE PRESIDENT

Rank	Salary
1	123,585 *
2	122,000 *
3	118,431 *
4	115,667 *
5	111,165 *
6	111,000 *
7	109,500 *
8	107,500 *
9	105,000 *
10	96,500 *
11	96,300 *
12	95,800 *
13	(95,700)*
14	94,600 *
15	92,727
16	(91,055)
17	90,000 *
18	89,950 *
19	89,700 *
20	89,000 *
21	88,440 *
22	(87,200)*
23	86,653 *
24	84,800 *
25	(84,396)*
26	(82,000)
27	81,500 *
28	80,000
29	79,860
30	79,680 *
31	75,000 *
32	73,443
33	73,020
34	71,600 *
35	70,353
36	68,150 *
37	68,000 *
38	65,586
39	63,278 *
40	59,308 *

Average "*" 92,239

Average All 89,186

ADMINISTRATIVE OFFICERS: ASSISTANT TO THE PRESIDENT

Rank	Salary
1	132,750 *
2	95,160 *
3	(95,000)*
4	94,768 *
5	93,700 *
6	92,000
7	88,953
8	86,600 *
9	85,600
10	85,044 *
11	82,720 *
12	82,693 *
13	81,500 *
14	80,500 *
15	79,905
16	78,650 *
17	78,000 *
18	77,990 *
19	77,900 *
20	77,900 *
21	77,600 *
22	77,500 *
23	76,700 *
24	76,400 *
25	76,164 *
26	76,000
27	74,136 *
28	73,896
29	73,251 *
30	72,168 *
31	71,350
32	70,600 *
33	70,000 *
34	69,960
35	69,500 *
36	69,095
37	68,356

(Continued)

*Member of NASULGC

TABLE I (Continued)

ADMINISTRATIVE OFFICERS:
ASSISTANT TO THE PRES (Cont'd)

Rank	Salary
38	68,200 *
39	67,000
40	66,750 *
41	(66,000)*
42	65,720
43	65,000
44	65,000 *
45	64,000 *
46	63,750 *
47	62,720
48	62,400
49	62,004
50	61,800
51	61,533 *
52	61,056
53	60,737 *
54	60,606 *
55	60,000 *
56	60,000 *
57	58,250 *
58	58,123
59	57,087 *
60	56,010 *
61	55,867 *
62	55,850 *
63	54,999
64	54,447 *
65	54,295
66	53,967
67	53,922 *
68	52,267
69	50,400 *
70	50,000
71	48,972 *
72	48,939
73	48,735 *
74	48,216 *
75	47,000 *
76	46,541 *
77	46,490
78	44,800 *
79	43,137 *
80	43,000
81	42,505
82	40,425
83	40,008
84	40,000 *
85	39,600 *
86	39,586 *
87	39,520
88	39,350 *
89	37,197
90	36,720
91	35,000
92	34,074

Average "*" 67,355

Average All 64,017

ADMINISTRATIVE OFFICERS:
VICE PRESIDENT FOR HEALTH

Rank	Salary
1	300,000 *
2	255,414 *
3	198,300 *
4	193,500 *
5	189,660 *
6	(183,738)*
7	143,710
8	143,700 *
9	133,000 *
10	127,637 *
11	(126,080)
12	125,000 *
13	120,840 *
14	105,000 *
15	90,000 *
16	88,888
17	65,796

Average "*" 166,599

Average All 152,368

ADMINISTRATIVE OFFICERS:
VICE PRESIDENT FOR
INFORMATION MANAGEMENT

Rank	Salary
1	107,000
2	106,308
3	100,970 *
4	100,000 *
5	98,300 *
6	92,642 *
7	92,029 *
8	86,866 *
9	82,500 *
10	78,922 *
11	78,816 *
12	78,400 *
13	78,000 *
14	77,676 *
15	67,860
16	65,920
17	63,348 *
18	55,959

Average "*" 85,267

Average All 83,973

*Member of NASULGC

TABLE I (Continued)

ADMINISTRATIVE OFFICERS:
DIRECTOR OF COMPUTING SERVICES

Rank	Salary
1	115,000 *
2	105,000 *
3	104,500 *
4	102,500 *
5	101,306 *
6	101,182 *
7	100,000 *
8	97,300 *
9	96,350 *
10	96,003 *
11	95,953 *
12	95,797 *
13	94,000 *
14	92,875 *
15	92,400 *
16	92,000 *
17	90,944
18	88,008 *
19	87,775 *
20	87,000 *
21	86,000
22	85,740
23	85,135 *
24	84,800 *
25	84,708
26	84,300
27	84,000
28	84,000 *
29	82,416 *
30	82,296 *
31	81,900 *
32	81,587
33	81,228 *
34	80,000
35	80,000 *
36	80,000 *
37	78,400
38	78,155 *
39	78,000 *
40	77,800 *
41	77,760 *
42	77,067 *
43	76,875 *
44	76,848 *
45	76,800 *
46	76,184 *
47	76,100
48	76,000 *
49	75,900 *
50	75,760 *
51	75,000
52	74,750 *
53	74,000
54	73,900
55	73,390
56	73,320 *
57	73,000
58	72,533
59	72,216 *
60	72,020 *
61	72,000 *
62	71,600 *
63	71,500
64	71,400
65	71,340 *
66	71,268
67	71,050
68	70,470 *
69	70,000 *
70	68,900
71	68,000 *
72	67,824
73	67,728 *
74	67,000 *
75	65,976 *
76	65,755 *
77	65,700 *
78	65,700 *
79	65,500 *
80	65,116
81	65,033 *
82	64,950
83	64,800 *
84	64,608 *
85	64,300
86	63,900
87	63,640 *
88	63,528 *
89	63,500
90	62,965 *
91	62,500 *
92	61,200
93	60,995
94	60,800 *
95	60,770
96	60,628
97	(60,050)
98	60,000
99	60,000
100	60,000
101	59,750 *
102	59,196
103	59,010
104	58,623
105	58,500 *
106	58,240
107	56,592
108	56,000
109	55,655
110	55,075 *
111	54,744
112	54,587 *
113	54,546 *
114	54,125
115	54,080
116	54,075
117	53,700 *
118	53,443
119	53,260
120	53,103
121	53,000
122	52,253
123	52,176
124	50,400
125	48,996
126	48,894
127	47,950 *
128	44,000 *
129	42,230

Average "*"	77,054
Average All	71,736

ADMINISTRATIVE OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION

Rank	Salary
1	92,100 *
2	85,212 *
3	84,761 *
4	82,000 *
5	79,732 *
6	78,500 *
7	77,451 *
8	76,250 *
9	72,607 *
10	71,910 *
11	71,486 *
12	70,644 *
13	70,500 *
14	69,814 *
15	69,150 *

(Continued)

*Member of NASULGC

TABLE I (Continued)

ADMINISTRATIVE OFFICERS:
DIRECTOR OF AFFIRMATIVE
ACTION (Continued)

Rank	Salary
16	69,091 *
17	68,800
18	67,800 *
19	(66,000)*
20	65,000 *
21	65,000 *
22	64,707 *
23	(64,677)*
24	(63,200)*
25	63,000 *
26	63,000 *
27	62,976
28	(62,646)
29	62,500 *
30	62,160
31	61,740 *
32	60,000 *
33	60,000 *
34	60,000 *
35	59,249
36	58,000
37	57,871 *
38	57,600
39	57,000
40	56,172 *
41	56,100
42	55,800
43	55,413 *
44	55,392
45	55,328
46	55,311
47	55,250
48	54,800 *
49	54,461 *
50	54,358 *
51	54,060 *
52	53,900 *
53	53,550 *
54	53,016 *
55	53,000
56	52,884 *
57	52,598 *
58	(52,500)
59	52,234
60	52,000
61	51,982
62	51,850 *
63	51,804
64	51,755 *
65	51,000 *
66	50,367 *
67	50,000
68	50,000 *
69	50,000 *
70	(49,477)
71	49,350
72	49,321 *
73	48,960 *
74	48,741 *
75	48,535
76	47,388 *
77	47,250
78	(47,025)
79	46,800 *
80	46,662
81	46,600 *
82	45,864 *
83	45,739 *
84	45,500
85	(45,309)
86	45,000
87	45,000
88	45,000 *
89	44,700
90	44,304 *
91	44,000
92	44,000 *
93	43,914
94	43,200 *
95	43,100 *
96	42,600 *
97	42,300
98	41,907 *
99	41,600 *
100	40,894
101	40,749
102	40,000
103	39,600 *
104	38,940 *
105	38,940 *
106	38,501
107	38,130
108	37,670 *
109	(37,661)*
110	37,451
111	35,100 *
112	35,000 *
113	34,500
114	34,000
115	32,824
116	30,000 *
117	29,916 *
118	28,645 *
119	27,690 *
120	21,400

Average "*"	55,602
Average All	52,981

ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITUTIONAL
RESEARCH

Rank	Salary
1	86,816 *
2	(85,770)*
3	80,443 *
4	(77,670)
5	77,000 *
6	75,000 *
7	73,194 *
8	72,918 *
9	72,690 *
10	72,660 *
11	71,000 *
12	69,875
13	69,000 *
14	67,500
15	67,300 *
16	67,000 *
17	66,310
18	65,508 *
19	65,040 *
20	64,855
21	64,850
22	64,600 *
23	64,400 *
24	64,224
25	63,911 *
26	63,500 *
27	63,240
28	63,000 *
29	63,000 *
30	62,407 *
31	62,000 *
32	61,770 *
33	61,160 *
34	61,000 *
35	60,900 *
36	60,883 *

(Continued)

*Member of NASULGC

TABLE I (Continued)

ADMINISTRATIVE OFFICERS:
DIR OF INSTITUTIONAL RES (Cont'd)

Rank	Salary
37	60,637 *
38	60,069
39	59,852 *
40	59,500
41	59,500 *
42	58,850 *
43	58,843
44	58,600 *
45	58,054 *
46	57,242 *
47	56,500 *
48	56,500
49	56,460 *
50	56,200
51	56,200 *
52	56,200
53	55,886 *
54	55,620 *
55	55,448 *
56	55,430
57	(55,155)*
58	55,000 *
59	55,000 *
60	54,915 *
61	54,845
62	54,608 *
63	54,000
64	53,692 *
65	53,635 *
66	53,369
67	51,900 *
68	51,131 *
69	50,998
70	50,568
71	50,124
72	50,000 *
73	49,894
74	49,664 *
75	49,450
76	49,200
77	48,924
78	48,769
79	48,672
80	48,276 *
81	48,100 *
82	48,000
83	48,000
84	48,000
85	47,627 *
86	47,407
87	47,250 *
88	47,160
89	46,739
90	46,596 *
91	45,399
92	45,000 *
93	44,771
94	44,750
95	44,138
96	43,706
97	43,014 *
98	43,000 *
99	42,192 *
100	42,000 *
101	41,484
102	40,020 *
103	39,442 *
104	38,910
105	38,323 *
106	37,252
107	36,000
108	35,000
109	34,400
110	33,837 *
111	33,279
112	27,713 *
Average "*"	57,909
Average All	55,307

ADMINISTRATIVE OFFICERS:
LEGAL COUNSEL

Rank	Salary
1	108,000 *
2	99,200 *
3	98,100 *
4	97,500 *
5	95,098 *
6	93,600 *
7	92,000 *
8	91,075 *
9	90,500 *
10	90,500 *
11	90,100 *
12	89,000 *
13	88,875
14	87,950 *
15	87,000 *
16	86,891 *
17	86,884 *
18	85,194 *
19	84,000 *
20	83,500 *
21	82,885 *
22	82,872
23	79,520 *
24	79,100 *
25	78,576
26	78,400 *
27	78,196 *
28	77,090 *
29	76,507
30	75,000
31	74,290 *
32	74,200 *
33	74,126
34	(73,242)
35	73,000
36	71,433 *
37	71,350 *
38	70,399
39	69,500
40	69,300
41	69,100 *
42	69,000 *
43	67,558
44	67,500 *
45	(67,000)
46	65,000 *
47	65,000
48	64,800 *
49	64,000 *
50	63,000 *
51	62,844 *
52	61,650
53	61,580
54	60,516 *
55	60,481
56	60,000 *
57	60,000
58	58,802
59	57,027 *
60	55,008
61	55,000
62	50,400
63	50,000
64	48,260
65	42,876 *
66	41,300 *
67	40,150 *
68	36,000 *
69	32,000
Average "*"	76,492
Average All	72,316

*Member of NASULGC

TABLE I (Continued)

ACADEMIC OFFICERS:
VICE PRESIDENT

Rank	Salary
1	167,000 *
2	145,000 *
3	133,200 *
4	129,200 *
5	129,150 *
6	(128,300)*
7	125,000 *
8	125,000 *
9	124,200 *
10	124,000 *
11	123,000
12	120,500 *
13	120,175 *
14	120,000 *
15	120,000 *
16	117,600 *
17	117,200 *
18	115,667 *
19	115,000 *
20	114,944 *
21	113,600 *
22	113,192 *
23	112,401
24	112,068 *
25	111,000 *
26	110,000
27	109,950
28	(107,640)
29	106,725
30	106,000
31	106,000
32	105,500
33	105,000 *
34	(104,500)*
35	103,400
36	103,000 *
37	103,000 *
38	102,000
39	(101,520)
40	101,200 *
41	101,111 *
42	100,300
43	99,950
44	99,125
45	98,940
46	98,592 *
47	98,500 *
48	98,400 *
49	98,046 *
50	97,500
51	97,400
52	96,300
53	96,255 *
54	96,168
55	95,890 *
56	95,800
57	94,778
58	94,650 *
59	93,266
60	92,720 *
61	92,200 *
62	92,148
63	91,970
64	90,933 *
65	(90,600)*
66	90,085
67	90,000
68	90,000
69	90,000
70	90,000 *
71	(89,999)
72	89,211 *
73	88,480
74	88,000
75	87,420
76	86,762
77	86,032
78	85,932 *
79	85,000
80	84,000 *
81	83,000 *
82	81,016
83	80,934
84	80,684 *
85	80,551
86	(80,000)*
87	77,856
88	77,695
89	77,000 *
90	75,205
91	73,810
92	72,885
93	72,792 *
94	72,000 *
95	72,000 *
96	71,760
97	71,149
98	70,000
99	66,398

Average "*" 105,730

Average All 99,101

ACADEMIC OFFICERS:
PROVOST

Rank	Salary
1	169,950 *
2	141,176 *
3	139,650 *
4	(135,200)*
5	134,000 *
6	132,750 *
7	132,558 *
8	130,250 *
9	(128,300)*
10	128,000 *
11	126,140 *
12	125,000 *
13	125,000
14	121,520
15	117,000 *
16	116,600 *
17	115,360 *
18	115,000
19	114,000 *
20	111,500 *
21	109,000 *
22	108,250 *
23	(107,640)
24	106,045
25	106,000
26	106,000
27	105,060 *
28	105,000
29	105,000 *
30	105,000
31	104,184 *
32	(101,520)
33	99,500
34	98,000 *
35	97,875 *
36	96,396 *
37	(95,000)*
38	94,900
39	94,008
40	93,800
41	(90,600)*
42	90,456 *
43	90,000 *
44	(89,999)
45	86,284
46	86,000 *
47	(80,000)*
48	67,734
49	62,900 *

Average "*" 113,005

Average All 109,002

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TABLE I (Continued)

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

Rank	Salary
1	115,000 *
2	113,300 *
3	112,450 *
4	111,300 *
5	105,498 *
6	103,800 *
7	102,240 *
8	101,000 *
9	100,000 *
10	99,000 *
11	98,000 *
12	98,000 *
13	97,250 *
14	97,200 *
15	96,000 *
16	94,300 *
17	92,941 *
18	92,800
19	92,500 *
20	92,500 *
21	90,924 *
22	90,000 *
23	89,700 *
24	89,190 *
25	88,400 *
26	88,300 *
27	87,600 *
28	87,500
29	87,000 *
30	86,500 *
31	85,600 *
32	84,996
33	84,859 *
34	84,763 *
35	84,300 *
36	83,737 *
37	83,580 *
38	83,000 *
39	82,880 *
40	82,676
41	82,488 *
42	82,430
43	81,000 *
44	80,575 *
45	80,400
46	80,000 *
47	80,000 *
48	79,860 *
49	79,772
50	79,248 *

Rank	Salary
51	79,130 *
52	79,068 *
53	78,354 *
54	78,124 *
55	77,898 *
56	77,800 *
57	77,560
58	77,400 *
59	77,200 *
60	77,031
61	76,800 *
62	76,728 *
63	76,164 *
64	76,000
65	75,802 *
66	75,776
67	75,600 *
68	75,468 *
69	75,300
70	75,000
71	75,000
72	75,000
73	75,000 *
74	74,938
75	74,800 *
76	74,573
77	74,510 *
78	74,000 *
79	73,850
80	73,509
81	73,152
82	72,550
83	72,024
84	72,000
85	71,643 *
86	71,000
87	70,035 *
88	70,000 *
89	70,000
90	69,948 *
91	69,400
92	68,500 *
93	68,304
94	68,004
95	68,000 *
96	67,173
97	66,986
98	66,800
99	66,660
100	66,201
101	66,044
102	65,000
103	64,346

Rank	Salary
104	63,500
105	63,311
106	63,188
107	62,560
108	62,500 *
109	62,500 *
110	62,365 *
111	62,327 *
112	62,156 *
113	61,888
114	61,598
115	61,200 *
116	61,000 *
117	60,054
118	60,000
119	59,940
120	59,222
121	59,000 *
122	58,678
123	57,000 *
124	55,701
125	55,379
126	54,915 *
127	54,304
128	54,293
129	53,200
130	53,173
131	52,246
132	52,000 *
133	51,900
134	50,400 *
135	50,289
136	49,599
137	46,680
138	45,342
139	45,223
140	37,300
Average "*"	81,786
Average All	74,996

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TABLE I (Continued)

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT

Rank	Salary
1	157,461 *
2	124,000 *
3	122,550 *
4	122,549 *
5	120,000 *
6	119,800 *
7	116,400 *
8	116,000
9	115,500
10	113,600 *
11	112,506 *
12	112,500 *
13	112,300 *
14	111,500 *
15	110,900
16	110,000 *
17	109,901 *
18	(107,724)
19	106,600 *
20	106,504 *
21	106,380
22	104,800 *
23	103,616 *
24	103,320 *
25	103,000 *
26	102,000
27	102,000 *
28	101,750 *
29	100,883 *
30	(100,416)*
31	100,000
32	99,500 *
33	99,000 *
34	98,669
35	98,490
36	98,470
37	98,000
38	98,000 *
39	98,000 *
40	98,000 *
41	97,695
42	97,140 *
43	97,000 *
44	96,900 *
45	96,800 *
46	96,000
47	96,000 *
48	95,500 *
49	95,400 *
50	95,200 *
51	95,007 *
52	95,000
53	94,600 *
54	94,570
55	93,500
56	93,074 *
57	92,882
58	92,496 *
59	92,300
60	91,900
61	91,500
62	91,180
63	(91,055)
64	90,300 *
65	90,000
66	90,000
67	90,000 *
68	90,000
69	89,544
70	89,500 *
71	88,950 *
72	87,550
73	87,120 *
74	86,950
75	86,700
76	86,398
77	86,328 *
78	86,032
79	85,499
80	85,090 *
81	85,000
82	85,000
83	(84,396)*
84	84,250
85	83,600
86	82,800
87	82,512 *
88	82,100
89	82,008
90	(82,000)
91	81,980
92	81,556 *
93	80,923 *
94	80,634
95	80,615
96	80,517
97	80,000
98	78,974 *
99	78,300 *
100	78,180
101	78,155
102	78,000 *
103	77,856
104	77,500
105	76,500
106	74,560 *
107	73,828
108	73,000
109	72,956
110	72,885
111	72,500 *
112	72,080
113	71,919
114	71,600 *
115	70,467
116	66,000
117	65,544
118	65,455
119	59,308 *
120	57,300 *
121	49,923

Average "*" 97,547

Average Al 1,933

BUSINESS/FISCAL OFFICERS:
CONTROLLER

Rank	Salary
1	117,750 *
2	97,000 *
3	90,100 *
4	89,500 *
5	89,400 *
6	88,249 *
7	88,000 *
8	85,100 *
9	84,900 *
10	82,500
11	81,928 *
12	(81,500)*
13	81,396 *
14	81,240 *
15	80,640 *
16	80,442 *
17	80,425 *
18	80,000 *
19	79,673 *
20	78,472 *
21	78,000 *
22	77,921 *
23	77,460
24	77,000 *
25	76,000 *

(Continued)

*Member of NASULGC

TABLE I (Continued)

BUSINESS/FISCAL OFFICERS:
CONTROLLER (Continued)

Rank	Salary
26	75,000
27	73,824 *
28	73,200 *
29	(72,679)*
30	72,100
31	72,059 *
32	71,400 *
33	70,700 *
34	70,500
35	70,500 *
36	70,274 *
37	70,035 *
38	69,146
39	69,000 *
40	68,900
41	68,748
42	68,000 *
43	68,000 *
44	(67,610)
45	67,400 *
46	66,712 *
47	66,558 *
48	66,348 *
49	66,175 *
50	66,100 *
51	66,000
52	65,100 *
53	63,552 *
54	63,500
55	63,484
56	63,024 *
57	62,910
58	62,352 *
59	62,200 *
60	62,000
61	61,920
62	61,200
63	60,830 *
64	60,564
65	60,210
66	60,000
67	60,000 *
68	59,801
69	59,550
70	59,014 *
71	59,000 *
72	59,000
73	58,800
74	57,523
75	57,500
76	57,330 *
77	57,084
78	57,000
79	56,960
80	56,854 *
81	56,700
82	56,537 *
83	56,168 *
84	56,150
85	55,860
86	55,000
87	54,655
88	54,280
89	54,273
90	53,772
91	53,133
92	53,106 *
93	53,019
94	53,000
95	52,092 *
96	51,318 *
97	51,136
98	50,000 *
99	48,800 *
100	(48,594)
101	48,000 *
102	47,250
103	46,790 *
104	46,401
105	46,272
106	46,100 *
107	45,000
108	44,310
109	44,295
110	44,008 *
111	43,860 *
112	32,103

Average "*"	69,682
Average All	64,838

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

Rank	Salary
1	(88,000)*
2	87,980
3	86,274 *
4	86,000 *
5	81,500
6	(81,500)*
7	75,190 *
8	73,000
9	68,300 *
10	(67,610)
11	66,175 *
12	65,875
13	65,196 *
14	63,314 *
15	62,748
16	62,000 *
17	59,600 *
18	57,816 *
19	57,800 *
20	57,450 *
21	57,300 *
22	57,000 *
23	56,004 *
24	55,400 *
25	54,240 *
26	53,900
27	52,899
28	52,800
29	51,760 *
30	51,569 *
31	51,300
32	50,843 *
33	50,677
34	49,900 *
35	48,300 *
36	48,083
37	47,000 *
38	46,776 *
39	46,748 *
40	46,500 *
41	45,602 *
42	45,100 *
43	44,880 *
44	44,244 *
45	44,053
46	44,000 *
47	43,710
48	43,088 *
49	43,083
50	43,066
51	42,816 *
52	41,472
53	41,121 *
54	40,822 *
55	39,980
56	39,510
57	38,212
58	37,449

(Continued)

*Member of NASULGC

TABLE I (Continued)

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR (Cont'd)

Rank	Salary
59	36,905 *
60	36,400 *
61	36,000
62	35,800 *
63	35,340 *
64	35,000 *
65	35,000 *
66	34,620
67	34,104
68	33,197
69	33,020
70	32,016
71	31,320
72	28,700
73	27,732
74	26,796
75	25,967

Average "*"	53,490
Average All	50,166

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

Rank	Salary
1	98,580 *
2	(88,000)*
3	84,949
4	84,372
5	81,500
6	79,523 *
7	79,400 *
8	79,100
9	77,689 *
10	75,300 *
11	(72,679)*
12	71,790 *
13	70,400 *
14	66,180 *
15	63,000 *
16	62,919 *
17	62,464 *
18	59,921
19	59,612
20	58,401
21	56,671 *
22	55,608
23	55,566
24	55,016
25	54,000
26	53,500
27	53,000 *
28	52,553 *
29	52,021 *
30	52,008
31	51,650
32	50,000 *
33	42,708
34	42,000
35	41,900 *
36	41,858
37	41,208 *
38	40,075
39	40,000 *
40	39,673 *
41	37,314 *
42	32,500
43	32,191 *
44	29,052
45	27,665 *

Average "*"	59,685
Average All	57,900

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

Rank	Salary
1	82,450 *
2	75,757 *
3	74,449 *
4	72,000 *
5	71,650 *
6	69,440 *
7	68,861 *
8	66,200 *
9	65,715 *
10	65,400 *
11	65,150 *
12	64,750 *
13	64,328 *
14	64,232 *
15	63,512 *
16	62,675 *
17	62,488
18	62,100
19	62,000 *
20	61,765 *
21	61,008 *
22	60,346 *
23	60,182
24	60,035 *
25	59,459
26	59,350 *
27	59,080 *
28	59,000
29	58,800
30	58,650 *
31	58,300 *
32	58,128 *
33	58,000 *
34	58,000 *
35	57,750
36	57,312
37	56,952 *
38	56,600 *
39	56,116 *
40	56,000 *
41	55,512
42	55,411 *
43	55,000 *
44	53,800
45	53,721 *
46	53,200 *
47	53,000 *
48	53,000
49	53,000 *
50	53,000 *
51	52,500 *
52	52,300
53	52,284
54	52,128 *
55	52,000 *
56	51,937 *
57	51,920 *
58	51,611
59	51,594 *
60	51,556
61	51,500 *
62	51,024
63	51,000
64	51,000 *
65	50,500 *
66	50,500 *
67	50,028 *
68	49,196
69	48,970 *
70	48,922
71	48,410
72	47,943 *
73	47,800 *
74	47,616 *

(Continued)

*Member of NASULGC

TABLE I (Continued)

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING (Cont'd)

Rank	Salary
75	47,520 *
76	47,439
77	47,300
78	46,908 *
79	46,505
80	46,300
81	46,245
82	45,890 *
83	45,245 *
84	45,130
85	44,759
86	44,153 *
87	43,900
88	43,900 *
89	43,690
90	43,570
91	43,500 *
92	43,100 *
93	43,100 *
94	43,056
95	42,684 *
96	42,318 *
97	42,250
98	41,700
99	41,250 *
100	41,182 *
101	41,000
102	40,872 *
103	40,469
104	40,380 *
105	40,300
106	40,102 *
107	39,700
108	39,609
109	39,071
110	38,667
111	38,155
112	37,809 *
113	37,533
114	37,510 *
115	36,500
116	36,290
117	35,738 *
118	35,076 *
119	35,000
120	34,560 *
121	33,895
122	31,775
123	31,000
124	30,846
125	28,250 *
126	27,905
127	27,723
128	26,339
129	25,824
130	25,680 *

Average "*" 53,219

Average All 49,793

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

Rank	Salary
1	79,323 *
2	77,451 *
3	76,500 *
4	75,750 *
5	75,000 *
6	73,966 *
7	73,000 *
8	72,960 *
9	72,276
10	71,500
11	70,850 *
12	68,727 *
13	68,575 *
14	66,424 *
15	66,000 *
16	65,400 *
17	64,200 *
18	63,835 *
19	63,515 *
20	63,356 *
21	63,000 *
22	62,915
23	61,244 *
24	60,000 *
25	60,000 *
26	59,729 *
27	59,500 *
28	59,325 *
29	59,000 *
30	58,839 *
31	57,150 *
32	56,560 *
33	55,608
34	55,385 *
35	55,148 *
36	54,253 *
37	53,000 *
38	52,812
39	52,452
40	52,400
41	52,200 *
42	52,000
43	52,000
44	50,752 *
45	50,750
46	50,238 *
47	50,000
48	50,000 *
49	49,600
50	49,500 *
51	49,500 *
52	49,440 *
53	49,100 *
54	48,972 *
55	48,663 *
56	48,500 *
57	48,000 *
58	47,944 *
59	47,932
60	47,612 *
61	46,505
62	46,500
63	45,800
64	44,964
65	44,544 *
66	44,500
67	44,099
68	44,064 *
69	44,000 *
70	43,532 *
71	43,200 *
72	42,095
73	42,000 *
74	42,000
75	41,496 *
76	41,190
77	40,766 *
78	40,454 *
79	40,019
80	40,000
81	40,000
82	40,000
83	38,858
84	38,490
85	38,100 *
86	38,000
87	37,280
88	37,100
89	36,500

(Continued)

*Member of NASULGC

TABLE I (Continued)

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR (Cont'd)

Rank	Salary
90	36,300 *
91	35,517
92	35,178
93	35,000
94	34,409
95	34,008
96	33,720 *
97	33,309
98	32,500
99	32,004
100	31,000 *
101	30,641
102	29,208 *
103	27,694
104	23,400 *

Average "*" 54,890

Average All 50,381

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

Rank	Salary
1	111,000 *
2	91,156 *
3	90,400 *
4	87,800 *
5	(85,770)*
6	84,432 *
7	84,421 *
8	81,886 *
9	80,000 *
10	79,829 *
11	79,750 *
12	79,400 *
13	78,375 *
14	77,600 *
15	76,388 *
16	76,287 *
17	75,000
18	74,500 *
19	73,300 *
20	72,804
21	71,688 *
22	71,450
23	71,112
24	69,500 *
25	69,491 *
26	69,461
27	68,244
28	67,816
29	67,611
30	67,200
31	66,885 *
32	66,800
33	66,600 *
34	65,629 *
35	65,100 *
36	65,000
37	65,000 *
38	64,200 *
39	63,984 *
40	63,877 *
41	63,349 *
42	63,192 *
43	63,129 *
44	63,000 *
45	62,990 *
46	62,800 *
47	62,717 *
48	61,961 *
49	61,788
50	61,533 *
51	61,500 *
52	61,000
53	60,000
54	59,748
55	59,717 *
56	58,897
57	58,637
58	58,600
59	58,596
60	58,087
61	57,948 *
62	57,303 *
63	57,177 *
64	57,000 *
65	56,333 *
66	56,137
67	56,088
68	55,740 *
69	55,600
70	55,492
71	55,000 *
72	54,340 *
73	54,090
74	54,000 *
75	53,200 *
76	53,112
77	52,643 *
78	52,000
79	51,999 *
80	51,501
81	51,500 *
82	51,105
83	50,500
84	50,200 *
85	50,000 *
86	49,639 *
87	49,638
88	49,376 *
89	(49,000)
90	48,947
91	(48,594)
92	48,000 *
93	47,436
94	47,250
95	47,000 *
96	46,592 *
97	44,952
98	44,190
99	44,100
100	44,000 *
101	42,972
102	42,200
103	42,000 *
104	41,064 *
105	40,000 *
106	39,732
107	38,180
108	38,000 *
109	36,410 *
110	36,000
111	28,500
112	25,661

Average "*" 63,736

Average All 59,977

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

Rank	Salary
1	68,054 *
2	65,700 *
3	64,300 *
4	62,016 *
5	(58,519)
6	58,000 *
7	57,459 *
8	57,367 *
9	56,184 *

(Continued)

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TABLE I (Continued)

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL (Cont'd)

Rank	Salary
10	55,700 *
11	55,677 *
12	53,629 *
13	53,500 *
14	53,244 *
15	(52,876)
16	52,750 *
17	52,723
18	52,400 *
19	51,368 *
20	50,495 *
21	50,376
22	49,166
23	(49,000)
24	48,674
25	47,796
26	47,550 *
27	47,500 *
28	47,107 *
29	46,805
30	46,803 *
31	46,750 *
32	(46,115)*
33	46,060
34	45,768 *
35	45,700 *
36	45,571
37	45,323 *
38	45,050
39	44,952 *
40	44,325
41	44,304 *
42	44,250 *
43	43,992 *
44	43,800 *
45	43,800 *
46	43,767
47	43,600 *
48	43,500 *
49	43,368
50	43,260 *
51	43,100
52	42,049
53	41,214
54	40,643 *
55	39,837 *
56	39,779
57	39,708 *
58	39,690 *
59	39,624 *
60	39,200 *
61	39,000
62	38,900
63	38,700 *
64	37,615 *
65	37,071
66	36,955 *
67	36,936
68	36,920 *
69	36,900
70	36,150 *
71	35,360
72	35,276
73	35,220
74	35,000
75	34,872 *
76	34,814 *
77	34,000 *
78	33,948
79	33,705
80	33,192 *
81	32,500
82	32,100
83	31,910
84	31,896
85	31,675
86	31,661
87	31,476
88	31,344 *
89	31,000 *
90	30,944 *
91	30,000 *
92	29,600 *
93	28,826 *
94	28,700
95	28,632
96	28,630 *
97	28,500 *
98	27,500
99	27,329 *
100	26,796
101	25,000
102	23,878
103	23,200
104	19,962 *
105	19,117
Average "*"	43,833
Average All	41,367

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

Rank	Salary
1	113,100 *
2	110,280 *
3	100,500 *
4	92,300 *
5	89,800 *
6	88,500 *
7	86,000 *
8	83,616 *
9	81,500
10	78,895 *
11	78,431 *
12	78,248
13	78,235 *
14	77,688 *
15	77,050 *
16	77,000 *
17	75,570
18	75,000 *
19	74,591 *
20	73,700 *
21	73,641
22	72,765
23	72,679 *
24	71,741 *
25	71,700 *
26	71,356
27	70,700 *
28	70,520 *
29	70,400 *
30	70,350 *
31	69,850 *
32	69,550 *
33	69,550 *
34	69,325 *
35	68,800 *
36	68,316
37	67,800
38	67,683
39	66,900
40	65,892
41	65,835 *
42	65,300 *
43	64,724
44	(64,677)*
45	64,400 *
46	63,700 *
47	63,000
48	63,000 *

(Continued)

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TABLE I (Continued)

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL (Cont'd)

Rank	Salary
49	(62,646)
50	62,527
51	62,291 *
52	62,000 *
53	61,085 *
54	60,200
55	60,000 *
56	60,000 *
57	59,864 *
58	59,820 *
59	59,738
60	59,462 *
61	59,304
62	(58,519)
63	58,500 *
64	58,400 *
65	57,918 *
66	57,675 *
67	57,636 *
68	57,185 *
69	57,100
70	57,024
71	57,000 *
72	56,650
73	56,636
74	56,593
75	56,325 *
76	56,180 *
77	56,175
78	56,084
79	56,046
80	55,900
81	55,879 *
82	55,600
83	55,600
84	55,489 *
85	55,363 *
86	55,000
87	55,000 *
88	54,510 *
89	54,458 *
90	54,173 *
91	54,000
92	53,529 *
93	53,295
94	53,000 *
95	(52,876)
96	52,728
97	52,654 *
98	52,500
99	(52,500)
100	52,056 *
101	52,000
102	51,331 *
103	50,960
104	50,230
105	50,004
106	50,004 *
107	50,000 *
108	49,608
109	49,565
110	(49,477)
111	48,700
112	48,500
113	48,072
114	48,000 *
115	47,500 *
116	47,400
117	(47,025)
118	46,176
119	(46,115)*
120	45,570
121	45,408
122	45,100
123	44,138 *
124	43,805
125	42,719 *
126	41,964
127	41,280 *
128	40,000 *
129	39,136 *
130	37,710
131	35,000 *
132	35,000
133	31,689
134	25,594

Average "*" 64,259

Average All 60,311

STUDENT SERVICES OFFICERS:
VICE PRESIDENT

Rank	Salary
1	128,600 *
2	112,360 *
3	109,400
4	105,360 *
5	105,000 *
6	104,764 *
7	104,020 *
8	103,700 *
9	102,500 *
10	100,409 *
11	100,300 *
12	100,000 *
13	99,348
14	99,000 *
15	98,785 *
16	98,725 *
17	98,182
18	98,000
19	97,801 *
20	97,728 *
21	96,900 *
22	96,500 *
23	96,407 *
24	96,200
25	96,000 *
26	95,456 *
27	95,028 *
28	94,500
29	94,168 *
30	94,049
31	94,000 *
32	93,350 *
33	93,300 *
34	93,000
35	92,500 *
36	(92,268)
37	(92,250)*
38	91,300 *
39	91,172 *
40	90,100
41	90,000 *
42	90,000 *
43	90,000 *
44	90,000 *
45	89,981 *
46	89,750
47	89,250 *
48	89,000 *
49	88,500 *
50	88,500 *
51	88,500
52	87,600 *
53	87,585 *
54	87,500
55	(87,200)*
56	87,075
57	86,300 *
58	85,896 *
59	85,800 *

(Continued)

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TABLE I (Continued)

STUDENT SERVICES OFFICERS:
VICE PRESIDENT (Cont'd)

Rank	Salary
60	85,000 *
61	85,000 *
62	84,949
63	84,646
64	84,238
65	84,000 *
66	83,000 *
67	82,680
68	82,500
69	82,425
70	82,320
71	82,300 *
72	82,000 *
73	82,000
74	82,000 *
75	81,600
76	81,000 *
77	80,400
78	80,000
79	80,000
80	79,785
81	79,356
82	78,798
83	78,066
84	78,000
85	78,000 *
86	78,000 *
87	77,800 *
88	77,200
89	77,000 *
90	77,000 *
91	76,630
92	76,567 *
93	75,421
94	75,000 *
95	74,500
96	74,178 *
97	73,000
98	(72,950)*
99	72,829
100	72,760 *
101	72,080
102	71,677 *
103	71,464
104	71,400 *
105	71,000 *
106	70,571
107	70,200 *
108	70,110 *
109	69,612
110	69,612 *
111	68,000 *
112	67,500
113	67,100 *
114	67,100
115	65,846 *
116	65,550
117	65,000 *
118	62,900
119	62,300
120	60,000
121	56,200
122	52,000 *
123	50,258
Average "*"	87,412
Average All	84,498

STUDENT SERVICES OFFICERS:
DEAN OF STUDENT SERVICES

Rank	Salary
1	99,500 *
2	(92,268)
3	(92,250)*
4	87,238
5	83,620
6	82,980
7	82,902
8	82,600 *
9	80,960 *
10	79,236 *
11	78,375
12	77,700 *
13	75,538 *
14	74,900
15	74,890 *
16	(72,950)*
17	72,545 *
18	72,060 *
19	72,000 *
20	71,569 *
21	71,425 *
22	70,300 *
23	70,000 *
24	69,761 *
25	69,615
26	68,800 *
27	68,300 *
28	68,000
29	67,600 *
30	66,473
31	66,150 *
32	66,019
33	66,000 *
34	65,042 *
35	64,500 *
36	64,000 *
37	63,500 *
38	62,776 *
39	62,760 *
40	61,360 *
41	61,000 *
42	60,720
43	59,500
44	59,137 *
45	58,973 *
46	58,900 *
47	58,800 *
48	57,920
49	57,804 *
50	57,500
51	56,957
52	56,765 *
53	56,764 *
54	56,364
55	56,004
56	55,000 *
57	54,160 *
58	53,100 *
59	51,480
60	51,460 *
61	51,420
62	50,666
63	50,294 *
64	49,751 *
65	49,627
66	49,379
67	49,342
68	49,229 *
69	49,103 *
70	48,981
71	48,594
72	47,882 *
73	47,850 *
74	47,436 *
75	46,608 *
76	46,162 *
77	46,052
78	45,320
79	45,166
80	40,697
81	39,011 *
Average "*"	63,554
Average All	62,659

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TABLE I (Continued)

STUDENT SERVICES OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

Rank	Salary
1	95,500 *
2	92,215 *
3	90,196 *
4	90,100 *
5	89,250 *
6	80,250 *
7	73,478 *
8	70,222 *
9	68,256 *
10	63,780
11	63,500 *
12	62,772 *
13	61,920 *
14	57,462 *
15	55,780 *
16	55,312 *
17	55,179
18	54,728 *
19	53,766 *
20	53,644 *
21	53,079
22	53,004
23	52,517 *
24	52,464
25	52,440 *
26	52,380 *
27	52,208 *
28	52,000
29	50,715 *
30	49,000 *
31	48,500 *
32	47,703
33	47,575 *
34	47,383 *
35	47,089 *
36	45,500 *
37	45,482 *
38	45,096 *
39	44,100 *
40	43,870
41	43,330 *
42	41,634 *
43	41,300 *
44	40,500 *
45	40,500 *
46	40,000
47	40,000 *
48	39,787
49	39,537 *
50	39,430 *
51	39,250
52	39,223
53	39,200
54	38,000
55	36,829 *
56	36,480
57	35,661 *
58	33,600 *
59	(32,712)
60	32,633 *
61	32,340 *
62	30,000
63	28,758 *
64	28,130
65	28,116 *
66	27,467
67	26,960
68	24,578 *
69	23,753
70	23,276
71	20,400

Average "*" 52,648

Average All 48,349

STUDENT SERVICES OFFICERS:
DIRECTOR OF ADMISSIONS

Rank	Salary
1	91,038 *
2	81,850 *
3	79,924 *
4	77,544 *
5	76,287 *
6	74,829 *
7	74,569 *
8	74,197
9	(73,578)*
10	73,140 *
11	72,025 *
12	72,000 *
13	72,000 *
14	71,379 *
15	70,790 *
16	69,500 *
17	69,100 *
18	69,084 *
19	68,768
20	68,709 *
21	68,500 *
22	68,374 *
23	68,172 *
24	68,137 *
25	67,504 *
26	67,410 *
27	67,128
28	67,100 *
29	66,960 *
30	66,150
31	65,650
32	65,544 *
33	65,313 *
34	(64,450)*
35	64,400
36	63,663
37	63,366
38	(63,119)
39	62,850 *
40	62,330 *
41	62,217 *
42	61,790 *
43	61,759
44	61,620
45	61,404
46	60,974
47	60,324 *
48	(60,000)
49	59,500
50	59,266 *
51	59,051
52	57,800
53	57,320 *
54	56,980 *
55	56,409
56	56,400 *
57	55,800 *
58	55,432 *
59	55,415
60	55,300 *
61	55,238 *
62	55,125 *
63	55,010
64	55,000 *
65	55,000 *
66	54,806 *
67	54,760
68	54,413
69	54,000
70	53,750
71	53,211
72	53,028 *
73	52,750 *
74	52,590

(Continued)

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TABLE I (Continued)

STUDENT SERVICES OFFICERS:
DIRECTOR OF ADMISSIONS (Cont'd)

Rank	Salary
75	52,250
76	52,210 *
77	52.130 *
78	51,000 *
79	50,600 *
80	50,592
81	50,524 *
82	50,500
83	50,400 *
84	50,324 *
85	50,061
86	50,000
87	50,000
88	49,930
89	49,621
90	49,569 *
91	49,336 *
92	48,984 *
93	48,797 *
94	48,150 *
95	47,723
96	47,700 *
97	47,033
98	46,730
99	46,198
100	(46,005)*
101	46,000
102	45,787
103	45,760
104	45,000 *
105	45,000 *
106	44,491
107	44,474 *
108	44,028
109	43,650 *
110	43,529 *
111	43,369
112	43,100 *
113	41,632
114	41,000 *
115	40,676
116	40,570
117	40,500
118	40,265
119	40,210 *
120	39,873 *
121	38,584 *
122	37,993
123	37,960
124	37,835
125	37,400
126	36,755
127	34,980 *
128	34,628 *
129	33,656 *
130	32,259
131	31,558 *
132	31,200
133	29,612
134	27,822 *
135	27,084
136	22,212

Average "*"	57,723
Average All	54,462

STUDENT SERVICES OFFICERS:
REGISTRAR

Rank	Salary
1	83,900 *
2	82,925 *
3	81,439 *
4	79,242 *
5	74,587
6	72,038 *
7	72,000 *
8	71,344 *
9	70,000 *
10	69,996
11	69,700 *
12	69,258 *
13	69,215
14	68,824 *
15	68,800 *
16	68,610 *
17	68,000 *
18	67,872 *
19	67,810 *
20	67,365 *
21	66,585
22	66,331 *
23	65,920 *
24	65,071
25	63,960
26	63,500 *
27	63,250 *
28	63,130 *
29	(63,119)
30	63,024 *
31	62,300
32	61,898 *
33	61,876 *
34	61,000 *
35	60,969
36	60,840 *
37	60,672 *
38	60,600 *
39	60,596
40	60,324 *
41	(60,000)
42	59,543 *
43	59,405 *
44	59,210 *
45	59,142 *
46	58,687
47	58,600 *
48	58,500 *
49	57,800 *
50	57,772 *
51	57,601 *
52	57,500 *
53	57,127 *
54	57,100
55	56,568
56	56,000 *
57	55,680 *
58	55,658
59	55,524
60	55,010
61	55,008 *
62	55,000 *
63	54,700 *
64	54,584 *
65	54,350 *
66	54,299
67	54,008
68	54,000 *
69	54,000
70	53,944
71	53,440 *
72	53,412
73	53,331
74	53,216
75	53,196
76	53,124
77	53,100
78	52,877
79	52,013 *
80	51,940
81	51,667 *
82	51,000 *
83	50,971
84	50,676

(Continued)

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TABLE I (Continued)

STUDENT SERVICES OFFICERS:
REGISTRAR (Cont'd)

Rank	Salary
85	50,180
86	50,159
87	50,000 *
88	50,000
89	49,973 *
90	49,920
91	49,890
92	49,670 *
93	49,497
94	49,488 *
95	49,440 *
96	48,960
97	48,880
98	48,000 *
99	48,000 *
100	47,956 *
101	47,600
102	47,508 *
103	47,261
104	47,231 *
105	47,000
106	46,997
107	46,592
108	46,500 *
109	(46,005)*
110	45,096
111	44,900
112	44,822 *
113	44,768 *
114	44,480
115	44,273
116	44,200 *
117	44,061
118	43,850
119	43,796
120	43,785 *
121	42,500 *
122	41,148 *
123	40,482 *
124	39,396
125	38,364 *
126	38,004
127	37,730
128	37,536
129	36,608
130	36,300 *
131	35,854
132	34,431 *
Average "*"	57,623
Average All	55,207

STUDENT SERVICES OFFICERS:
DIRECTOR OF FINANCIAL AID

Rank	Salary
1	78,110 *
2	74,000 *
3	72,717 *
4	71,660
5	68,300 *
6	67,860 *
7	67,602 *
8	67,209 *
9	66,471 *
10	66,455 *
11	66,010 *
12	65,376 *
13	64,530 *
14	(64,450)*
15	64,236
16	64,000 *
17	63,300 *
18	62,950
19	62,800 *
20	61,900 *
21	61,840 *
22	61,632
23	60,980 *
24	60,900 *
25	60,900 *
26	60,333
27	60,000 *
28	60,000 *
29	59,500
30	59,364 *
31	59,333 *
32	58,500 *
33	58,000 *
34	57,984
35	57,638
36	57,596
37	57,544
38	57,120 *
39	56,292 *
40	55,959 *
41	55,704
42	55,191 *
43	54,356 *
44	54,292
45	54,232
46	54,060
47	54,036 *
48	54,000
49	53,944
50	53,809 *
51	53,750
52	53,750 *
53	53,600 *
54	53,449
55	53,000 *
56	52,911 *
57	52,854 *
58	52,840 *
59	52,637 *
60	52,500 *
61	52,128
62	51,800 *
63	51,763
64	51,305 *
65	51,132 *
66	51,000 *
67	50,985 *
68	50,649 *
69	50,571
70	50,562 *
71	50,488
72	50,150 *
73	50,139
74	50,000 *
75	49,859
76	49,800 *
77	49,576 *
78	49,515
79	49,353 *
80	49,229 *
81	49,150 *
82	48,880 *
83	48,846 *
84	48,771 *
85	48,708 *
86	48,537
87	48,185
88	48,100 *
89	47,916
90	47,322
91	47,185
92	47,139
93	46,390 *
94	46,357
95	46,357 *
96	46,315
97	46,209 *
98	46,008
99	46,000
100	46,000
101	45,615 *

(Continued)

*Member of NASULGC

TABLE I (Continued)

STUDENT SERVICES OFFICERS:
DIR OF FINANCIAL AID (Cont'd)

Rank	Salary
102	45,456 *
103	45,320
104	45,234
105	45,108 *
106	45,000
107	44,930 *
108	44,694
109	44,500 *
110	44,304 *
111	43,340
112	43,230
113	42,821
114	42,536
115	42,320 *
116	42,240
117	41,900 *
118	41,757 *
119	41,288 *
120	41,000
121	40,728 *
122	40,500
123	40,238
124	40,205 *
125	40,108
126	39,480
127	38,500 *
128	38,292
129	38,100
130	37,701
131	37,150
132	36,690
133	35,000 *
134	34,654
135	34,485 *
1[illegible]	34,000 *
137	33,819
138	33,184 *
139	32,568
140	31,507
141	29,560
142	29,114
Average "*"	53,481
Average All	50,865

STUDENT SERVICES OFFICERS:
DIRECTOR OF HOUSING

Rank	Salary
1	95,000 *
2	90,180 *
3	87,900 *
4	87,365 *
5	81,000 *
6	79,599
7	76,920 *
8	73,455 *
9	72,128 *
10	72,025 *
11	71,315 *
12	70,600 *
13	70,400 *
14	68,750 *
15	68,510 *
16	68,080 *
17	66,012 *
18	65,500
19	65,176
20	65,000 *
21	64,575 *
22	64,500 *
23	64,454
24	64,400 *
25	64,272
26	64,030
27	63,200 *
28	62,625
29	62,088 *
30	62,000 *
31	61,394 *
32	61,383 *
33	60,950 *
34	60,444
35	60,062
36	59,760 *
37	58,243 *
38	57,631 *
39	57,500 *
40	57,300 *
41	(57,000)*
42	56,650 *
43	56,556 *
44	56,485 *
45	54,039 *
46	53,991 *
47	53,922 *
48	53,754 *
49	53,576 *
50	53,368 *
51	53,319 *
52	53,018
53	53,000
54	52,860 *
55	52,740 *
56	52,500
57	52,104 *
58	52,100 *
59	51,299 *
60	51,273 *
61	51,106 *
62	51,000 *
63	51,000 *
64	50,960 *
65	50,556 *
66	50,160
67	49,999
68	49,032
69	48,600 *
70	48,432
71	48,127
72	48,107 *
73	47,550 *
74	47,500 *
75	47,000 *
76	46,900
77	46,887 *
78	46,259 *
79	46,020
80	46,000 *
81	45,864 *
82	45,768
83	45,259
84	45,060 *
85	44,850 *
86	44,780
87	43,870
88	43,769 *
89	43,540
90	43,385
91	42,716
92	42,015 *
93	41,515 *
94	41,200
95	41,000
96	40,517 *
97	40,513 *
98	40,416
99	40,314
100	40,121
101	40,016 *
102	40,000 *

(Continued)

*Member of NASULGC

TABLE I (Continued)

STUDENT SERVICES OFFICERS:
DIRECTOR OF HOUSING (Cont'd)

Rank	Salary
103	40,000 *
104	39,372
105	39,290 *
106	39,272
107	39,130 *
108	39,000 *
109	38,528 *
110	38,397
111	37,898 *
112	36,700
113	36,562 *
114	36,000
115	35,000 *
116	34,730
117	33,696
118	33,572
119	33,530
120	33,494
121	33,396 *
122	33,022
123	32,137
124	31,442
125	31,274
126	31,200
127	31,000
128	26,580
129	25,968 *
130	22,000
Average "*"	55,259
Average All	51,301

STUDENT SERVICES OFFICERS:
DIR OF STUDENT HEALTH CENTER

Rank	Salary
1	122,220 *
2	117,869 *
3	113,235 *
4	112,133 *
5	107,071 *
6	107,070 *
7	106,424 *
8	103,880 *
9	103,869 *
10	103,000 *
11	102,756 *
12	102,702 *
13	101,293 *
14	101,292
15	100,488 *
16	99,515 *
17	98,472 *
18	98,429 *
19	98,100 *
20	93,000 *
21	92,472
22	92,400 *
23	91,500 *
24	91,488 *
25	89,947 *
26	88,290 *
27	87,228 *
28	85,756 *
29	84,881 *
30	83,164 *
31	82,202
32	82,170 *
33	82,164 *
34	81,096 *
35	81,000 *
36	80,238
37	79,500 *
38	79,044
39	78,294 *
40	78,000
41	77,963 *
42	77,735
43	77,673
44	77,561 *
45	77,000 *
46	76,830 *
47	76,612 *
48	75,733 *
49	75,488 *
50	74,500 *
51	74,450 *
52	74,316 *
53	74,315 *
54	73,140 *
55	72,822 *
56	72,028 *
57	71,869 *
58	71,685
59	71,526 *
60	71,484
61	71,424
62	70,847
63	70,741 *
64	70,700
65	70,159
66	70,100 *
67	70,000 *
68	70,000
69	69,809
70	69,098
71	68,855 *
72	68,500 *
73	67,863 *
74	67,767 *
75	67,000
76	66,480
77	65,208 *
78	65,004
79	64,220 *
80	63,902
81	63,888 *
82	62,976
83	62,800 *
84	61,000 *
85	60,412 *
86	60,000 *
87	58,933
88	58,468 *
89	55,000
90	54,275 *
91	52,742 *
92	52,122 *
93	51,838
94	50,700 *
95	50,364 *
96	50,004 *
97	49,851 *
98	49,012
99	48,427
100	44,700
101	43,269
102	42,365
103	42,000
104	40,100
105	39,576
106	39,537 *
107	38,844
108	37,984
109	37,842
110	37,099
111	36,820
112	35,718 *
113	32,000
114	31,968
115	31,955
116	29,988
117	29,822
118	27,068
119	26,375 *
Average "*"	78,774
Average All	70,789

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TABLE I (Continued)

STUDENT SERVICES OFFICERS:
DIRECTOR OF CAREER PLANNING

Rank	Salary
1	72,964 *
2	70,588 *
3	69,300 *
4	68,210
5	67,488
6	66,000 *
7	63,920 *
8	63,446 *
9	63,392 *
10	62,844
11	62,665 *
12	60,969 *
13	59,600 *
14	59,196
15	59,152
16	58,788
17	58,272 *
18	57,737 *
19	57,425 *
20	57,378 *
21	57,000 *
22	56,175 *
23	55,924 *
24	55,550 *
25	55,510
26	55,400 *
27	55,364 *
28	55,296 *
29	54,596 *
30	54,400 *
31	54,000 *
32	54,000
33	53,500 *
34	53,198
35	53,057
36	53,044
37	52,800 *
38	52,530 *
39	52,485 *
40	52,225 *
41	51,450
42	50,949 *
43	50,938
44	50,818 *
45	50,455
46	50,424 *
47	49,901 *
48	49,700
49	49,693 *
50	49,692
51	49,650 *
52	49,024 *
53	49,000
54	48,660 *
55	48,652
56	48,434
57	48,313
58	48,156 *
59	48,084
60	48,027
61	48,001 *
62	47,400
63	46,740 *
64	46,395 *
65	46,365 *
66	46,152
67	45,880 *
68	45,161 *
69	45,000
70	45,000 *
71	45,000 *
72	44,902
73	44,746
74	44,652 *
75	44,478
76	43,800 *
77	43,635
78	43,500
79	43,423 *
80	42,800
81	42,720 *
82	42,500 *
83	42,390 *
84	42,277 *
85	42,162
86	42,100
87	42,001 *
88	41,891 *
89	41,500
90	41,472
91	40,831 *
92	40,755 *
93	40,104 *
94	40,000 *
95	39,824 *
96	39,761
97	39,060
98	38,970 *
99	38,733 *
100	38,584 *
101	38,000 *
102	37,700
103	37,094
104	36,850
105	36,582 *
106	36,504
107	36,277
108	36,201
109	36,176
110	35,880 *
111	35,674
112	35,666
113	35,200 *
114	(35,075)
115	35,000
116	35,000
117	34,917
118	33,987 *
119	33,825
120	33,696
121	33,500
122	33,023
123	31,955
124	31,736
125	31,704
126	27,585 *
127	26,000
128	25,192 *
Average "*"	49,323
Average All	46,970

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TABLE I (Continued)

OPERATIONS OFFICERS:
VICE PRESIDENT FOR FACILITIES

Rank	Salary
1	114,822 *
2	108,500 *
3	(107,724)
4	(100,416)*
5	94,500 *
6	93,001 *
7	92,598 *
8	91,376
9	89,522
10	89,075 *
11	82,521 *
12	79,352
13	78,600 *
14	78,431 *
15	77,600 *
16	77,600 *
17	77,077
18	75,000 *
19	(72,140)*
20	70,300 *
21	69,000
22	68,020
Average "*"	87,007
Average All	85,781

OPERATIONS OFFICERS:
DIR OF FACILITIES PLANNING

Rank	Salary
1	101,000 *
2	97,096 *
3	94,800 *
4	85,200 *
5	83,479 *
6	82,400 *
7	80,500 *
8	80,129 *
9	76,500
10	72,216
11	72,150 *
12	(72,140)*
13	71,784
14	71,638
15	71,050
16	70,000
17	70,000 *
18	69,960 *
19	68,575 *
20	68,196
21	67,800
22	67,680 *
23	67,440 *
24	67,200
25	67,100
26	66,000 *
27	65,600 *
28	65,595 *
29	64,800 *
30	64,735 *
31	63,615
32	63,500
33	63,400 *
34	63,360 *
35	61,820
36	61,732
37	60,900 *
38	60,640
39	58,250
40	58,000 *
41	57,804 *
42	57,700 *
43	57,549 *
44	57,360 *
45	56,680 *
46	56,127 *
47	55,143 *
48	55,072 *
49	55,000 *
50	54,863
51	54,480 *
52	54,450 *
53	54,295
54	53,745 *
55	53,560 *
56	52,623
57	52,500 *
58	52,135 *
59	51,837 *
60	51,225 *
61	51,200
62	50,398 *
63	48,774 *
64	47,700 *
65	46,679 *
66	46,009 *
67	43,476 *
68	43,452
69	42,640
70	42,600 *
71	36,461 *
Average "*"	62,437
Average All	62,416

OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

Rank	Salary
1	98,100 *
2	94,100 *
3	93,400 *
4	93,135 *
5	91,600 *
6	90,000 *
7	87,600 *
8	87,200 *
9	84,270 *
10	84,268 *
11	84,061 *
12	82,337 *
13	81,500
14	81,100 *
15	80,000 *
16	79,943 *
17	79,025 *
18	78,600 *
19	77,600 *
20	76,000 *
21	75,800 *
22	75,700 *
23	75,588 *
24	75,000 *
25	75,000 *
26	74,900 *
27	74,500 *
28	74,178 *
29	74,000 *
30	73,500 *
31	72,999 *
32	72,846 *
33	72,700 *
34	72,500 *
35	72,300 *
36	71,910 *
37	71,455 *
38	70,980 *
39	70,200 *
40	70,096
41	70,000 *
42	70,000 *
43	69,450
44	68,950
45	68,630
46	68,000 *
47	67,705
48	67,490

(Continued)

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TABLE I (Continued)

OPERATIONS OFFICERS:
DIR OF PHYSICAL PLANT (Cont'd)

Rank	Salary
49	66,765 *
50	66,576
51	66,480
52	66,400
53	66,000
54	65,600 *
55	65,426
56	65,050 *
57	65,000
58	65,000
59	64,955 *
60	64,900
61	64,656
62	64,655
63	64,454
64	64,380
65	63,960 *
66	63,806 *
67	63,600
68	63,408 *
69	63,330 *
70	62,550
71	62,500
72	62,376 *
73	62,190
74	61,800 *
75	61,734 *
76	61,590 *
77	61,530
78	61,325 *
79	61,176
80	60,500
81	60,175
82	60,048
83	59,888
84	59,729
85	58,668
86	58,500 *
87	58,391 *
88	58,308
89	58,140 *
90	58,136
91	58,000 *
92	57,400 *
93	57,000
94	56,972
95	56,700 *
96	56,604 *
97	56,493
98	56,220
99	55,918 *
100	55,908 *
101	55,226 *
102	55,000
103	55,000
104	55,000 *
105	54,579 *
106	54,524 *
107	54,320 *
108	54,300
109	54,237 *
110	53,300 *
111	52,000
112	51,900
113	51,852 *
114	51,756
115	51,610 *
116	50,400 *
117	50,232
118	48,451
119	47,978
120	47,500 *
121	47,171
122	47,157 *
123	45,800
124	45,780 *
125	44,772
126	41,916
127	39,774 *
128	39,508
129	38,094
130	38,092
131	36,863

Average "*"	68,609
Average All	64,391

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY
(CAMPUS POLICE)

Rank	Salary
1	102,303 *
2	89,500 *
3	79,543 *
4	75,787 *
5	75,115 *
6	75,000 *
7	73,286
8	72,500
9	72,500 *
10	70,453 *
11	69,875 *
12	67,500 *
13	67,175 *
14	67,126 *
15	67,100 *
16	66,000 *
17	65,844
18	65,623 *
19	65,492 *
20	65,460
21	64,552 *
22	64,400 *
23	63,000
24	62,500 *
25	62,450
26	62,160 *
27	62,006 *
28	61,798 *
29	61,368 *
30	60,652 *
31	59,705 *
32	59,500 *
33	59,300 *
34	59,000 *
35	58,433
36	58,130 *
37	57,704 *
38	57,616 *
39	57,422 *
40	57,247 *
41	56,600 *
42	56,256 *
43	55,674 *
44	55,650 *
45	55,600 *
46	55,224 *
47	55,176
48	55,000 *
49	55,000 *
50	54,650
51	54,649 *
52	54,456 *
53	54,240
54	54,000
55	53,575
56	53,529 *
57	53,400 *
58	53,100
59	53,000 *
60	52,800
61	52,589

(Continued)

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TABLE I (Continued)

OPERATIONS OFFICERS:
DIR OF PUBLIC SAFETY (Cont'd)

Rank	Salary
62	52,136
63	52,000 *
64	51,600
65	51,592
66	51,453 *
67	51,387 *
68	51,225 *
69	51,000 *
70	50,999
71	50,000
72	49,841
73	49,820 *
74	49,800
75	49,320 *
76	49,150
77	49,139
78	49,004
79	49,000
80	48,473 *
81	48,434
82	48,350
83	47,442 *
84	47,322
85	47,200 *
86	46,690 *
87	46,500
88	46,404
89	46,355 *
90	45,624 *
91	44,904 *
92	44,900 *
93	44,388 *
94	43,680 *
95	43,000 *
96	43,000 *
97	42,863 *
98	42,504 *
99	42,031 *
100	41,750
101	41,507
102	41,442 *
103	41,206
104	41,200 *
105	41,121
106	40,908
107	40,658
108	40,200
109	40,125 *
110	39,356
111	38,808
112	38,700
113	37,599
114	37,586
115	37,210 *
116	37,000
117	36,915
118	36,750
119	35,760
120	35,200
121	34,589
122	34,390
123	34,000
124	32,900
125	32,251 *
126	31,926 *
127	30,360
128	30,210
129	29,800 *
130	28,596 *
131	27,095 *
132	26,860 *
133	26,519 *
134	23,247
Average "*"	54,525
Average All	51,258

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR INSTITUTIONAL ADVANCEMENT

Rank	Salary
1	120,000 *
2	119,600 *
3	117,600 *
4	115,000 *
5	114,000 *
6	110,000 *
7	105,000 *
8	105,000 *
9	101,734 *
10	101,000 *
11	101,000 *
12	100,000
13	99,000 *
14	99,000 *
15	98,188 *
16	97,728 *
17	96,300 *
18	96,100 *
19	96,000 *
20	(95,100)*
21	94,818 *
22	93,769 *
23	93,627 *
24	92,153 *
25	91,800
26	91,746 *
27	91,400
28	90,000
29	89,652 *
30	89,000 *
31	87,687
32	87,500
33	87,350
34	(87,192)
35	86,328 *
36	84,540
37	84,000
38	84,000
39	83,880 *
40	82,539
41	82,500
42	81,916 *
43	81,710 *
44	81,400
45	81,300
46	80,018 *
47	78,000
48	78,000 *
49	77,899
50	77,000 *
51	76,615
52	76,308 *
53	75,000 *
54	74,160 *
55	73,300
56	73,000
57	72,080
58	72,000
59	71,300
60	71,050 *
61	67,000
62	66,600
63	65,520
64	65,400 *
65	64,320
66	63,000
67	(60,500)
68	58,200
69	45,333
Average "*"	93,760
Average All	86,243

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TABLE I (Continued)

PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR PUBLIC RELATIONS/INFORMATION

Rank	Salary
1	103,250 *
2	99,750 *
3	98,097 *
4	98,000 *
5	96,412 *
6	95,400 *
7	93,500 *
8	89,250 *
9	88,500
10	87,500 *
11	(87,192)
12	85,820 *
13	84,844
14	83,400
15	80,300 *
16	76,895
17	75,600 *
18	75,550 *
19	75,500
20	75,300
21	74,610
22	73,333 *
23	72,000 *
24	70,000 *
25	63,265 *
26	63,000 *
27	61,386 *
28	(60,500)
29	57,804 *

Average "*"   81,961

Average All   80,895

PUBLIC RELATIONS OFFICERS: DIRECTOR OF PUBLIC RELATIONS/INFORMATION

Rank	Salary
1	113,474 *
2	89,500 *
3	(84,984)*
4	83,070 *
5	82,200 *
6	79,600 *
7	78,078 *
8	74,400 *
9	73,800 *
10	73,440 *
11	70,015 *
12	70,000 *
13	70,000 *
14	70,000 *
15	69,585 *
16	68,500 *
17	68,110
18	67,500 *
19	67,113 *
20	65,500 *
21	65,469 *
22	64,900
23	64,890 *
24	64,130 *
25	64,100 *
26	64,003
27	63,779 *
28	63,760 *
29	63,747 *
30	63,000
31	62,302 *
32	61,189
33	60,902
34	60,105 *
35	60,000 *
36	59,931 *
37	59,447 *
38	58,670 *
39	58,410
40	58,240 *
41	58,135
42	58,005 *
43	58,000 *
44	57,750 *
45	57,408 *
46	57,170
47	56,760 *
48	56,100 *
49	56,000 *
50	55,392
51	55,262 *
52	55,000 *
53	54,693
54	54,600 *
55	54,570
56	53,360
57	53,000
58	52,596 *
59	52,529
60	52,305
61	52,237
62	51,996 *
63	51,896 *
64	51,736
65	51,699 *
66	51,500 *
67	51,288
68	51,000
69	50,838
70	50,400 *
71	50,242
72	50,160 *
73	50,024 *
74	50,000 *
75	49,300 *
76	49,167
77	49,000 *
78	48,925
79	48,838 *
80	47,944
81	47,475
82	47,373
83	46,200
84	45,848
85	45,600
86	45,000
87	44,940
88	44,000 *
89	43,908
90	43,805 *
91	41,451 *
92	41,181
93	40,800
94	40,000 *
95	39,696 *
96	39,592
97	39,520
98	38,652
99	38,360
100	38,328
101	37,900
102	37,628
103	37,620 *
104	37,210
105	36,314
106	29,254
107	27,854

Average "*"   61,282

Average All   55,815

*Member of NASULGC

TABLE I (Continued)

PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR LEGISLATIVE RELATIONS

Rank	Salary
1	119,183 *
2	107,000 *
3	90,000 *
4	90,000 *
5	85,710
6	83,824 *
7	77,076

Average "*"	98,001
Average All	93,256

PUBLIC RELATIONS OFFICERS: DIRECTOR OF LEGISLATIVE RELATIONS

Rank	Salary
1	98,640 *
2	88,500
3	(84,984)*
4	81,324 *
5	80,000 *
6	79,500
7	77,215 *
8	77,000 *
9	77,000 *
10	76,403 *
11	75,843
12	75,500
13	75,000
14	74,081
15	73,007 *
16	71,600 *
17	71,000 *
18	69,971 *
19	69,000
20	67,000
21	66,000
22	65,604 *
23	65,000 *
24	65,000
25	65,000 *
26	63,100 *
27	62,700
28	61,742 *
29	61,214
30	59,880 *
31	59,396 *
32	58,760 *
33	54,600 *
34	53,837 *
35	53,800 *
36	53,159 *
37	51,182 *
38	51,055
39	50,784 *
40	49,626 *
41	49,000 *
42	47,783 *
43	47,141 *
44	40,600 *
45	39,948
46	39,198 *
47	38,938 *

Average "*"	62,614
Average All	64,183

PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR DEVELOPMENT

Rank	Salary
1	151,152 *
2	126,000 *
3	114,100 *
4	107,000 *
5	104,700 *
6	100,980 *
7	100,460 *
8	97,551 *
9	95,484
10	95,300 *
11	(95,100)*
12	94,369
13	92,000
14	92,000 *
15	91,880 *
16	89,970 *
17	(89,522)
18	89,500 *
19	89,180
20	87,973
21	87,500
22	86,900 *
23	85,050 *
24	85,000 *
25	85,000 *
26	84,000 *
27	82,700 *
28	81,036 *
29	78,100 *
30	73,750 *
31	73,000 *
32	66,000 *
33	65,600

Average "*"	93,449
Average All	92,056

PUBLIC RELATIONS OFFICERS: DIRECTOR OF DEVELOPMENT

Rank	Salary
1	103,000 *
2	98,000 *
3	93,745 *
4	88,560 *
5	86,024 *
6	(86,000)*
7	80,579
8	(80,000)*
9	79,990 *
10	78,920 *
11	78,000 *
12	75,000 *
13	74,500 *
14	72,336
15	72,284
16	72,034
17	71,000 *
18	70,000
19	69,999
20	69,365 *
21	68,412
22	67,925
23	67,920 *
24	67,600
25	66,000 *
26	65,000
27	65,000 *
28	64,885
29	63,900 *
30	63,254
31	63,142 *
32	63,000 *
33	62,708
34	62,300 *
35	61,798 *
36	61,500
37	61,110 *
38	61,048

(Continued)

*Member of NASULGC

TABLE I (Continued)

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT (Cont'd)

Rank	Salary
39	60,999
40	60,578 *
41	60,504
42	60,000
43	60,000 *
44	(59,715)
45	59,563 *
46	59,400 *
47	58,000 *
48	57,750 *
49	55,908 *
50	55,000
51	55,000 *
52	54,273
53	52,750
54	52,000
55	51,750 *
56	51,000
57	50,880
58	50,000 *
59	49,500
60	49,500 *
61	49,000 *
62	48,864
63	47,160 *
64	47,157
65	45,619 *
66	45,050 *
67	(45,000)
68	44,844 *
69	(44,264)
70	44,256
71	42,000 *
72	42,000
73	41,625
74	39,270 *
75	36,750
76	36,500 *
77	34,635
78	30,000
79	26,712
Average "*"	64,361
Average All	60,388

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI SERVICES

Rank	Salary
1	107,100 *
2	106,000 *
3	93,000 *
4	92,000 *
5	(86,000)*
6	79,500 *
7	75,000 *
8	74,441 *
9	72,660
10	72,000 *
11	71,647 *
12	70,000 *
13	69,807 *
14	68,793
15	68,008 *
16	67,838 *
17	67,200 *
18	66,742 *
19	66,468 *
20	65,312 *
21	65,000 *
22	64,992 *
23	63,000 *
24	61,500 *
25	61,360 *
26	60,722
27	60,320 *
28	60,133
29	60,000 *
30	60,000 *
31	60,000 *
32	59,836
33	(59,715)
34	59,606
35	58,433 *
36	58,000 *
37	57,720 *
38	56,682 *
39	56,439 *
40	56,214 *
41	55,416 *
42	55,411 *
43	55,200
44	55,000 *
45	54,706 *
46	54,600 *
47	54,072 *
48	54,000 *
49	53,460
50	52,800
51	52,367 *
52	51,870 *
53	51,376
54	50,556 *
55	50,000
56	48,872 *
57	48,634
58	48,099 *
59	47,964 *
60	47,959
61	47,454 *
62	47,300 *
63	47,100 *
64	46,721 *
65	46,660
66	46,362 *
67	46,200
68	46,016
69	45,834
70	45,824 *
71	45,675
72	45,023
73	(45,000)
74	44,562 *
75	44,268
76	(44,264)
77	44,180 *
78	43,200 *
79	42,682
80	42,500
81	42,457
82	42,372
83	42,000
84	41,808
85	41,000
86	40,900
87	40,716 *
88	40,500 *
89	40,404 *
90	40,092
91	40,000 *
92	40,000
93	39,655
94	39,120
95	38,766
96	38,688
97	38,240
98	38,150
99	38,124 *
100	38,105 *
101	37,886
102	37,716

(Continued)

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TABLE I (Continued)

PUBLIC RELATIONS OFFICERS:
DIR OF ALUMNI SERVICES (Cont'd)

Rank	Salary
103	37,098 *
104	36,960 *
105	36,780
106	36,750
107	36,135
108	35,000
109	34,871
110	34,650 *
111	33,810
112	33,000
113	30,958
114	30,594
115	29,495
116	28,620
117	27,900
Average "*"	58,436
Average All	51,861

PUBLIC RELATIONS OFFICERS:
DIR OF COOPERATIVE EXTENSION

Rank	Salary
1	117,400 *
2	108,000 *
3	105,000 *
4	102,800 *
5	102,480 *
6	100,000 *
7	98,304 *
8	97,705 *
9	(94,300)*
10	93,755 *
11	90,480 *
12	90,147 *
13	89,990 *
14	88,000 *
15	85,128 *
16	83,655 *
17	(83,078)*
18	82,300 *
19	80,250 *
20	78,730 *
21	76,945 *
22	76,000 *
23	75,000 *
24	74,520 *
25	68,141 *
26	65,454 *
27	62,571 *
28	58,620 *
29	55,000 *
30	53,550
31	47,733 *
32	45,107 *
33	(35,075)
34	34,869
35	34,000
Average "*"	83,116
Average All	78,117

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH

Rank	Salary
1	127,500 *
2	125,000 *
3	124,700 *
4	121,280 *
5	114,706 *
6	113,000 *
7	110,000 *
8	110,000 *
9	108,600 *
10	108,514 *
11	106,080
12	106,000 *
13	105,432 *
14	(104,500)*
15	103,335 *
16	101,000
17	100,812 *
18	97,800 *
19	97,300 *
20	96,622
21	96,001 *
22	94,200 *
23	93,523 *
24	92,500 *
25	91,000
26	90,400 *
27	90,000 *
28	88,740 *
29	88,032 *
30	87,250 *
31	86,700
32	86,328 *
33	85,860 *
34	85,000
35	83,300 *
36	82,800
37	78,976
38	75,240 *
39	75,000 *
40	74,500 *
41	72,000
42	68,000 *
43	51,626
Average "*"	98,405
Average All	95,329

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
AND GRADUATE DEAN

Rank	Salary
1	118,000 *
2	115,000 *
3	114,706 *
4	109,293 *
5	107,952 *
6	106,700 *
7	106,000 *
8	104,000 *
9	103,741 *
10	101,300 *
11	98,900 *
12	97,520 *
13	97,000
14	96,100 *
15	95,000 *
16	94,824 *
17	94,800
18	92,082
19	91,478 *
20	91,032 *
21	90,948
22	90,600
23	88,721 *
24	87,768
25	87,228
26	86,670 *
27	86,300
28	85,661 *
29	81,480 *
30	81,435 *
31	76,645
32	75,200
33	75,000
34	75,000 *
35	72,411
36	59,171 *
Average "*"	96,237
Average All	92,557

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TABLE I (Continued)

RESEARCH OFFICERS:

DIRECTOR OF RESEARCH

Rank	Salary
1	107,750 *
2	100,284 *
3	92,200 *
4	88,169 *
5	86,885 *
6	86,400 *
7	85,920 *
8	85,000 *
9	84,672 *
10	84,670 *
11	84,513
12	84,000 *
13	83,523
14	78,890
15	76,128 *
16	76,000 *
17	75,377 *
18	75,000 *
19	74,568 *
20	74,000 *
21	73,923 *
22	73,500 *
23	73,218 *
24	72,936 *
25	72,000 *
26	71,930 *
27	71,250 *
28	70,008 *
29	69,960 *
30	69,875
31	69,756 *
32	69,058 *
33	68,479
34	67,995 *
35	67,925 *
36	67,396 *
37	67,210
38	66,708
39	65,972
40	65,595 *
41	65,228
42	64,460 *
43	64,200
44	64,112
45	64,000 *
46	63,481
47	63,400 *
48	62,835 *
49	62,700 *
50	61,380
51	60,900 *
52	60,624
53	60,000
54	59,800 *
55	59,596
56	58,114
57	58,020 *
58	58,000 *
59	58,000 *
60	56,612
61	56,519 *
62	56,500
63	55,704
64	55,682 *
65	54,777 *
66	54,481 *
67	54,220
68	53,640
69	53,597 *
70	53,500 *
71	53,424
72	53,371
73	53,369
74	53,280
75	53,256 *
76	53,060 *
77	52,237
78	51,500
79	51,224 *
80	50,513
81	49,141 *
82	48,930 *
83	48,769
84	48,000
85	45,360 *
86	45,136
87	44,300
88	43,876 *
89	43,700 *
90	43,264
91	42,642 *
92	41,499 *
93	40,980
94	40,719 *
95	40,560 *
96	40,550
97	39,687
98	35,162 *
99	34,335 *

Average "*" 65,445

Average All 62,571

DEANS:

AGRICULTURE

Rank	Salary
1	163,770 *
2	137,000 *
3	126,250 *
4	118,178 *
5	117,095 *
6	116,000 *
7	115,000 *
8	112,997 *
9	112,000 *
10	109,551 *
11	108,650 *
12	108,400 *
13	108,192 *
14	107,951 *
15	105,900 *
16	104,750 *
17	103,020 *
18	101,500 *
19	99,220 *
20	98,200 *
21	97,800 *
22	96,495 *
23	95,000 *
24	93,924 *
25	93,920 *
26	93,808 *
27	91,008 *
28	90,900 *
29	90,525 *
30	90,522 *
31	89,700 *
32	88,260 *
33	86,560 *
34	85,008 *
35	84,700 *
36	84,114 *
37	83,774 *
38	82,900
39	81,000 *
40	80,000 *
41	77,222 *
42	75,800 *
43	74,500 *
44	70,000 *
45	67,956
46	67,500 *
47	62,840
48	61,110

Average "*" 98,538

Average All 96,051

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TABLE I *(Continued)*

DEANS:
ARCHITECTURE

Rank	Salary
1	113,500 *
2	(110,040)*
3	110,000 *
4	106,080 *
5	104,929 *
6	104,500 *
7	102,563 *
8	102,204 *
9	102,000 *
10	98,500 *
11	97,060 *
12	93,300 *
13	92,477 *
14	91,471 *
15	91,000 *
16	90,500 *
17	89,881
18	88,877 *
19	88,433 *
20	88,178 *
21	88,000 *
22	86,100 *
23	85,000
24	85,000 *
25	82,226
26	82,000 *
27	82,000 *
28	80,900 *
29	80,018 *
30	79,700 *
31	79,511 *
32	79,310 *
33	78,000
34	76,150 *
35	75,775 *
36	(75,600)*
37	75,400 *
38	74,000 *
39	71,583 *
40	69,960 *
41	62,500
42	55,225 *

Average "*" 88,428

Average All 87,368

DEANS:
ARTS AND LETTERS

Rank	Salary
1	(120,000)*
2	106,900 *
3	103,300 *
4	98,900
5	96,046
6	91,500 *
7	88,908 *
8	87,012
9	85,000
10	82,500
11	77,000 *
12	74,000
13	62,500
14	52,500 *

Average "*" 91,444

Average All 87,576

DEANS:
ARTS AND SCIENCES

Rank	Salary
1	145,800 *
2	143,000 *
3	134,375 *
4	122,700 *
5	(120,000)*
6	116,600 *
7	113,560 *
8	110,000
9	110,000 *
10	110,000 *
11	110,000 *
12	108,800 *
13	107,300
14	106,000 *
15	105,500 *
16	104,500 *
17	104,000
18	104,000 *
19	104,000 *
20	104,000 *
21	103,750 *
22	103,660 *
23	102,503 *
24	101,500 *
25	98,744 *
26	98,580 *
27	97,500 *
28	97,416
29	96,249 *
30	95,532
31	95,287
32	95,134 *
33	93,696 *
34	92,600
35	92,549 *
36	92,300 *
37	92,120
38	92,100 *
39	91,667 *
40	91,183 *
41	91,000 *
42	91,000 *
43	90,132
44	90,000 *
45	90,000 *
46	90,000 *
47	89,888
48	89,628
49	89,600
50	87,940
51	87,740 *
52	86,985
53	84,516 *
54	84,243 *
55	84,168
56	84,069
57	83,400
58	82,500 *
59	82,000 *
60	81,510
61	81,144
62	80,267 *
63	80,243
64	80,004 *
65	80,000
66	79,000
67	77,050
68	76,250 *
69	75,400 *
70	75,105
71	72,624
72	72,460
73	72,000
74	71,998 *
75	71,000
76	70,967 *
77	69,976
78	68,750

(Continued)

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TABLE I (Continued)

DEANS:
ARTS AND SCIENCES (Cont'd)

Rank	Salary
79	68,016
80	67,229
81	66,950
82	66,840 *
83	66,260
84	66,000 *
85	65,496 *
86	65,000 *
87	64,280

Average "*" 96,253

Average All 90,791

DEANS:
BUSINESS/INDUSTRIAL MANAGEMENT

Rank	Salary
1	156,537 *
2	154,500 *
3	154,337 *
4	146,000 *
5	142,900 *
6	141,528 *
7	138,000 *
8	138,000
9	127,400 *
10	126,500 *
11	125,000
12	125,000
13	123,600 *
14	123,016
15	122,586 *
16	122,549 *
17	121,800 *
18	120,441 *
19	120,000 *
20	118,922 *
21	118,580
22	116,500 *
23	114,475 *
24	112,104 *
25	111,859 *
26	111,825 *
27	111,500 *
28	110,333 *
29	109,760 *
30	108,999 *
31	108,054 *
32	107,634 *
33	107,350
34	107,000 *
35	106,400
36	106,300 *
37	106,000 *
38	106,000 *
39	105,750 *
40	105,559 *
41	105,500 *
42	105,000
43	104,190
44	104,000 *
45	103,176 *
46	102,949 *
47	102,503 *
48	102,500 *
49	102,444 *
50	102,000 *
51	101,174 *
52	100,668 *
53	100,200 *
54	100,000
55	100,000 *
56	100,000 *
57	100,000
58	99,664
59	98,490
60	98,200
61	97,200 *
62	96,361 *
63	96,300 *
64	96,000
65	95,400
66	95,400 *
67	95,000 *
68	95,000
69	95,000
70	94,938 *
71	94,815 *
72	94,417 *
73	93,276 *
74	92,900
75	92,794
76	92,600 *
77	92,214 *
78	92,040
79	91,992 *
80	91,700
81	91,548
82	91,000
83	91,000 *
84	90,152
85	90,000 *
86	90,000 *
87	89,200
88	87,794
89	87,550
90	87,516 *
91	85,600
92	85,165
93	85,000 *
94	84,744
95	84,228 *
96	84,000
97	84,000 *
98	83,900
99	83,161 *
100	82,000 *
101	81,420
102	81,000
103	80,408
104	80,159
105	80,113
106	80,072 *
107	80,000
108	79,680
109	79,100
110	78,000
111	76,608 *
112	76,000 *
113	76,000 *
114	75,338 *
115	74,900
116	74,769
117	73,500 *
118	72,624
119	72,010
120	71,200
121	70,952
122	70,512
123	70,000 *
124	70,000
125	69,600 *
126	67,630 *
127	67,229
128	66,990
129	66,879
130	61,646 *
131	58,923
132	58,865
133	52,500 *

Average "*" 102,752

Average All 96,923

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TABLE I (Continued)

DEANS:
CONTINUING EDUCATION

Rank	Salary
1	95,400 *
2	93,631 *
3	92,549 *
4	91,267 *
5	90,998 *
6	90,700 *
7	90,000 *
8	90,000 *
9	89,844
10	88,589 *
11	88,500 *
12	87,850 *
13	86,500 *
14	85,922
15	85,866 *
16	85,300 *
17	84,400
18	84,240 *
19	83,935 *
20	83,904
21	83,066 *
22	81,100 *
23	80,497 *
24	80,400 *
25	79,824 *
26	79,569
27	79,444 *
28	79,443
29	79,000
30	79,000 *
31	78,312 *
32	78,110
33	78,070 *
34	77,500 *
35	77,168 *
36	76,804
37	76,000 *
38	75,880 *
39	75,415 *
40	75,400
41	75,100 *
42	74,038 *
43	73,817 *
44	73,812
45	73,500 *
46	72,100
47	71,856 *
48	71,640
49	70,350 *
50	69,000 *
51	68,832
52	68,800
53	68,742 *
54	68,350 *
55	68,000
56	67,500 *
57	66,864 *
58	66,287
59	66,180
60	66,000
61	65,855 *
62	65,021
63	64,512 *
64	64,500
65	64,281
66	62,900 *
67	62,690
68	62,128 *
69	61,775
70	61,656 *
71	60,400
72	60,023
73	59,892
74	59,000
75	58,959 *
76	58,668
77	58,250 *
78	57,320
79	57,236
80	(57,000)*
81	55,433 *
82	55,000 *
83	52,112 *
84	51,503
85	51,500
86	51,249
87	47,756
88	41,200 *
89	37,632

Average "*"   75,493

Average All   71,973

DEANS:
EARTH SCIENCES/
NATURAL RESOURCES

Rank	Salary
1	150,504 *
2	106,024 *
3	90,800 *
4	90,588
5	88,000 *
6	87,980 *
7	83,797 *
8	81,765 *
9	81,000 *
10	70,000

Average "*"   96,234

Average All   93,046

DEANS:
EDUCATION

Rank	Salary
1	134,000 *
2	116,863 *
3	116,300 *
4	115,001 *
5	111,900 *
6	110,632 *
7	108,000 *
8	106,000 *
9	105,000 *
10	105,000 *
11	104,700 *
12	103,031 *
13	102,840 *
14	102,800 *
15	102,500 *
16	102,420 *
17	100,834 *
18	100,800 *
19	100,700 *
20	100,000 *
21	100,000 *
22	100,000 *
23	100,000 *
24	99,465 *
25	99,310 *
26	98,750 *
27	98,724
28	97,500
29	96,700 *
30	96,450 *
31	96,000 *
32	95,000 *
33	94,548 *
34	93,000 *
35	92,400
36	91,206 *

(Continued)

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TABLE I (Continued)

DEANS:
EDUCATION (Cont'd)

Rank	Salary
37	90,948
38	90,650 *
39	90,306 *
40	90,000
41	90,000 *
42	90,000 *
43	89,508
44	89,440
45	89,376
46	89,250 *
47	89,000 *
48	88,700 *
49	88,461 *
50	88,000 *
51	87,967 *
52	87,884
53	87,700 *
54	87,220
55	87,000 *
56	86,994
57	86,840
58	86,694 *
59	86,530
60	86,500 *
61	86,100
62	86,100 *
63	86,000
64	86,000
65	85,600 *
66	85,164
67	85,104 *
68	84,636 *
69	84,400
70	84,300
71	84,196 *
72	83,723
73	83,065 *
74	82,000 *
75	81,900 *
76	81,600 *
77	81,458 *
78	81,066 *
79	81,000
80	80,300
81	80,224
82	80,000
83	79,956 *
84	79,632 *
85	79,500
86	79,011
87	78,350 *
88	76,739
89	75,744
90	75,500 *
91	75,050 *
92	75,000 *
93	74,999
94	73,274
95	73,149
96	73,020
97	72,738 *
98	72,624
99	72,532
100	72,500
101	72,500
102	71,600 *
103	71,328
104	71,000
105	70,970
106	68,500 *
107	68,000 *
108	67,500
109	67,357 *
110	67,229
111	67,101
112	67,000 *
113	67,000
114	66,500 *
115	65,817
116	65,812
117	65,660
118	65,100
119	65,000 *
120	64,800
121	64,584
122	64,000 *
123	63,000 *
124	60,100 *
125	59,987 *
126	57,216

Average "*"	89,790
Average All	85,249

DEANS:
ENGINEERING

Rank	Salary
1	168,525 *
2	168,000 *
3	156,000 *
4	151,100 *
5	150,150 *
6	134,884 *
7	132,900 *
8	130,500 *
9	127,745 *
10	127,500 *
11	126,650 *
12	125,000 *
13	123,791 *
14	123,200 *
15	123,200
16	121,400 *
17	120,825 *
18	120,000 *
19	119,900 *
20	119,562 *
21	119,123 *
22	118,800
23	117,500 *
24	117,300 *
25	117,040
26	117,000 *
27	116,835 *
28	115,000 *
29	115,000 *
30	114,000 *
31	113,531
32	112,993 *
33	111,918 *
34	110,040 *
35	110,000 *
36	110,000
37	109,920 *
38	106,800
39	106,371 *
40	106,032
41	106,000 *
42	105,700 *
43	105,199 *
44	105,074 *
45	104 000 *
46	103,944 *
47	103,161
48	103,000

(Continued)

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TABLE I *(Continued)*

DEANS:
ENGINEERING (Cont'd)

Rank	Salary
49	102,800 *
50	102,384 *
51	101,920
52	101,000
53	100,488 *
54	99,753 *
55	99,228 *
56	98,844 *
57	98,712 *
58	98,500 *
59	98,482
60	98,325 *
61	97,840
62	97,520 *
63	97,000 *
64	96,290 *
65	95,625
66	95,328 *
67	95,190 *
68	95,014 *
69	95,000 *
70	94,524 *
71	94,200 *
72	93,000
73	92,868
74	92,000
75	92,000
76	90,850
77	90,060
78	90,000 *
79	89,907
80	89,468
81	88,124
82	88,000
83	87,268 *
84	87,000 *
85	86,179 *
86	85,860 *
87	84,300 *
88	83,991
89	83,496 *
90	81,884
91	81,676
92	79,816
93	78,000 *
94	77,407
95	77,000 *
96	(75,600)*
97	74,583
98	73,754 *
99	72,601
100	71,000 *
101	70,040
102	68,016
103	68,013
104	67,000 *
105	55,000 *

Average "*" 107,480

Average All 102,779

DEANS:
FINE ARTS

Rank	Salary
1	120,000 *
2	106,320 *
3	105,000 *
4	105,000 *
5	92,700 *
6	90,686 *
7	89,736
8	88,718 *
9	88,100 *
10	87,780
11	86,052
12	84,400 *
13	84,015 *
14	82,137 *
15	80,004
16	79,500 *
17	78,100
18	76,700
19	76,253
20	75,920
21	75,240 *
22	74,550 *
23	74,065
24	72,500
25	72,113
26	71,728
27	71,436
28	71,050
29	70,872 *
30	68,454 *
31	67,464
32	67,405
33	64,995 *
34	63,650 *
35	60,410 *
36	58,850
37	58,509 *
38	58,444 *
39	58,000 *
40	56,763 *

Average "*" 79,846

Average All 77,840

DEANS:
FORESTRY

Rank	Salary
1	105,600 *
2	100,060 *
3	99,700 *
4	96,200 *
5	89,411 *
6	87,460
7	85,696 *
8	84,000 *
9	81,744 *
10	81,500 *
11	76,100 *
12	70,366
13	67,228
14	57,876 *

Average "*" 87,081

Average All 84,496

DEANS:
GRADUATE

Rank	Salary
1	130,075 *
2	116,000 *
3	115,000 *
4	110,160 *
5	110,070 *
6	109,000 *
7	106,000 *
8	105,969 *
9	105,791 *
10	104,850 *
11	104,700 *
12	104,000 *
13	102,200 *
14	101,578 *
15	100,000 *
16	99,700

(Continued)

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TABLE I (Continued)

DEANS:
GRADUATE (Cont'd)

Rank	Salary
17	96,398 *
18	95,500 *
19	95,339 *
20	95,135
21	95,000 *
22	94,464 *
23	94,176 *
24	91,700 *
25	91,132
26	91,000 *
27	91,000 *
28	90,864 *
29	90,753
30	90,600
31	90,000 *
32	89,870
33	89,654 *
34	89,413
35	88,700 *
36	88,500 *
37	87,978 *
38	87,740 *
39	86,500
40	86,500 *
41	86,300
42	85,500 *
43	85,400
44	85,295 *
45	85,200 *
46	85,000
47	84,150
48	83,511
49	82,860 *
50	82,620 *
51	81,960
52	81,600 *
53	81,000
54	80,800 *
55	80,000 *
56	79,800
57	79,612
58	78,450 *
59	76,170
60	76,000
61	76,000 *
62	75,980 *
63	75,700 *
64	75,558
65	75,219
66	75,000 *
67	74,916 *
68	74,450
69	74,000
70	74,000 *
71	74,000
72	73,932 *
73	73,320
74	73,199
75	73,100
76	71,905 *
77	71,256 *
78	71,252
79	71,060 *
80	71,000
81	70,200 *
82	69,888 *
83	68,330
84	67,000 *
85	66,879
86	66,642
87	66,408
88	66,000 *
89	65,520
90	65,004
91	64,000
92	63,650 *
93	62,504
94	62,100
95	61,924 *
96	59,500 *
97	59,426
98	58,099
99	48,625

Average "*" 88,278

Average All 83,240

DEANS:
HEALTH/PHYSICAL
EDUC/RECREATION

Rank	Salary
1	103,100 *
2	102,500 *
3	99,400 *
4	(91,188)
5	(90,956)*
6	88,620
7	85,800 *
8	84,000 *
9	82,536 *
10	(81,170)*
11	80,500
12	76,400 *
13	73,000 *
14	70,714 *
15	69,500 *
16	69,312
17	68,508 *
18	67,383
19	67,200
20	67,000 *

Average "*" 82,470

Average All 80,939

DEANS:
HOME ECONOMICS

Rank	Salary
1	105,264 *
2	104,600 *
3	103,500
4	103,000 *
5	100,600 *
6	99,600 *
7	98,000 *
8	97,400 *
9	97,100 *
10	95,000 *
11	94,150 *
12	93,600 *
13	(91,188)
14	90,000 *
15	88,872 *
16	84,528 *
17	82,500 *
18	82,000 *
19	81,444 *
20	80,966 *
21	80,550
22	79,100 *
23	78,500 *
24	76,350 *
25	72,417 *
26	71,350 *
27	69,677 *
28	67,400 *
29	60,581
30	60,500 *
31	45,802

Average "*" 86,689

Average All 85,017

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TABLE I (Continued)

DEANS:
HUMANITIES

Rank	Salary
1	107,898 *
2	105,379 *
3	102,840 *
4	(102,798)*
5	101,700 *
6	95,226 *
7	90,904 *
8	88,884 *
9	88,440 *
10	88,303 *
11	80,000
12	74,900
13	72,300 *
14	71,000
15	67,000 *
16	66,624

Average "*"   92,639

Average All   87,762

DEANS:
JOURNALISM/COMMUNICATION

Rank	Salary
1	126,300 *
2	108,700 *
3	104,900 *
4	101,000 *
5	100,300 *
6	95,907 *
7	95,300 *
8	92,500 *
9	92,000 *
10	89,500 *
11	89,500 *
12	88,750 *
13	87,360 *
14	87,000 *
15	83,054 *
16	81,159 *
17	80,000 *
18	75,400 *
19	75,372
20	74,000 *
21	73,152 *
22	65,200 *
23	64,500
24	50,488 *
25	47,316 *

Average "*"   86,469

Average All   85,146

DEANS:
LAW

Rank	Salary
1	168,000 *
2	158,300 *
3	156,006 *
4	150,737
5	147,794 *
6	145,000 *
7	142,975 *
8	140,000 *
9	136,176 *
10	135,894 *
11	135,000 *
12	131,520 *
13	126,000 *
14	125,650 *
15	125,004 *
16	122,515
17	122,000 *
18	121,520
19	120,500 *
20	120,175 *
21	120,000 *
22	119,682 *
23	115,800 *
24	115,000 *
25	115,000 *
26	114,316 *
27	113,178 *
28	113,000 *
29	111,300 *
30	110,000
31	105,972 *
32	105,000 *
33	105,000 *
34	104,636 *
35	104,050 *
36	102,960
37	102,500 *
38	101,784 *
39	100,000 *
40	100,000 *
41	99,500 *
42	98,553
43	94,690 *
44	94,600 *
45	92,500 *
46	87,984 *
47	87,500 *
48	86,040
49	83,000 *
50	80,362 *
51	78,645 *

Average "*"   115,932

Average All   115,555

DEANS:
LIBERAL ARTS

Rank	Salary
1	118,000 *
2	111,600 *
3	100,000 *
4	96,596 *
5	93,263
6	91,490 *
7	90,750
8	89,618 *
9	89,000 *
10	85,000
11	84,000
12	83,892 *
13	82,200 *
14	81,000
15	74,871
16	72,500 *
17	72,450
18	72,430
19	71,724
20	68,200
21	67,062
22	59,867
23	43,800

Average "*'   93,490

Average All   82,579

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TABLE I (Continued)

DEANS:
LIBRARY SCIENCE

Rank	Salary
1	102,450 *
2	95,000 *
3	93,305 *
4	92,103 *
5	91,500 *
6	90,000 *
7	87,500 *
8	85,000 *
9	84,000 *
10	82,002 *
11	81,196 *
12	80,550
13	78,312 *
14	74,348
15	73,344 *
16	73,300
17	73,000 *
18	68,500 *
19	67,500 *
20	65,554 *

Average "*" 82,957

Average All 81,923

DEANS:
MATHEMATICS

Rank	Salary
1	124,320 *
2	(111,032)*
3	(106,000)*
4	(105,800)*
5	88,978 *
6	(70,000)*

Average "*" 101,022

Average All 101,022

DEANS:
MUSIC

Rank	Salary
1	120,000 *
2	116,000 *
3	112,875 *
4	107,565 *
5	88,683
6	88,460
7	85,500 *
8	79,500 *
9	77,445
10	75,240 *
11	66,000 *
12	56,985 *

Average "*" 91,074

Average All 89,521

DEANS:
PUBLIC AFFAIRS

Rank	Salary
1	120,000 *
2	117,127 *
3	116,748
4	113,400 *
5	111,055 *
6	94,000
7	91,047 *
8	88,431 *
9	(83,558)*
10	80,004
11	79,550
12	70,119 *
13	66,775

Average "*" 99,342

Average All 94,755

DEANS:
SCIENCE

Rank	Salary
1	126,000 *
2	119,800 *
3	118,000 *
4	116,500 *
5	114,750 *
6	(111,032)*
7	110,997 *
8	110,800 *
9	110,240 *
10	(106,000)*
11	(105,800)*
12	105,000 *
13	104,040 *
14	103,505 *
15	102,120 *
16	101,500
17	100,834 *
18	100,516 *
19	100,400 *
20	100,000
21	98,956 *
22	97,812 *
23	97,082
24	93,500
25	93,300 *
26	92,668
27	92,000
28	91,900 *
29	89,736
30	87,000
31	86,300 *
32	85,500
33	85,000
34	84,576 *
35	84,205 *
36	82,159
37	81,400 *
38	78,998
39	77,016
40	75,200
41	(70,000)*
42	67,100
43	66,162
44	63,500
45	59,442

Average "*" 102,029

Average All 94,408

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TABLE I (Continued)

DEANS:
SOCIAL/BEHAVIORAL SCIENCES

Rank	Salary
1	116,300 *
2	115,000 *
3	110,880 *
4	106,500 *
5	103,625 *
6	(102,798)*
7	100,834 *
8	99,442 *
9	99,400
10	99,066 *
11	98,984 *
12	95,226 *
13	95,000
14	92,652 *
15	85,000
16	84,000 *
17	78,250 *
18	75,779
19	70,596

Average "*" 100,254

Average All 96,281

DEANS:
SOCIAL WORK

Rank	Salary
1	137,081 *
2	121,800 *
3	106,000 *
4	103,793
5	102,000 *
6	102,000 *
7	100,608 *
8	93,600 *
9	91,680 *
10	91,050 *
11	90,250 *
12	89,701 *
13	87,266 *
14	85,722 *
15	83,950 *
16	(83,558)*
17	83,000 *
18	79,400
19	78,054 *
20	77,900 *
21	76,214 *
22	76,000 *
23	76,000 *
24	75,490 *
25	74,440 *
26	70,188
27	70,000 *
28	65,592 *

Average "*" 88,758

Average All 88,298

DEANS:
UNDERGRADUATE
STUDIES

Rank	Salary
1	100,000 *
2	93,036 *
3	88,348 *
4	88,329 *
5	87,192
6	85,442 *
7	84,075 *
8	82,500
9	76,000 *
10	73,000
11	71,000 *
12	68,772
13	66,542
14	58,420
15	56,000
16	55,566

Average "*" 85,779

Average All 77,139

DEANS:
UNIVERSITY COLLEGE/
GENERAL COLLEGE

Rank	Salary
1	111,060 *
2	95,000 *
3	91,267
4	90,300 *
5	89,827 *
6	87,888 *
7	83,469 *
8	82,500
9	77,109 *
10	74,816 *
11	73,500 *
12	72,950 *
13	68,035 *
14	67,719 *
15	66,780 *
16	63,180 *
17	63,000
18	63,000 *
19	60,813
20	58,650
21	40,019

Average "*" 78,976

Average All 75,280

DEANS: HEALTH-RELATED FIELDS
DENTISTRY

Rank	Salary
1	141,000 *
2	139,100 *
3	137,500 *
4	132,500 *
5	132,000 *
6	128,000 *
7	127,466
8	120,346 *
9	118,440 *
10	116,142 *
11	114,000 *
12	114,000 *
13	112,981 *
14	102,375 *
15	102,168 *
16	90,240

Average "*" 122,182

Average All 120,516

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TABLE I (Continued)

DEANS: HEALTH-RELATED FIELDS HEALTH SCIENCE/HEALTH PROFESSIONS/ALLIED HEALTH

Rank	Salary
1	118,000 *
2	110,462 *
3	108,000 *
4	105,000 *
5	97,444 *
6	96,800
7	95,000 *
8	93,855 *
9	91,800
10	(90,956)*
11	90,000
12	89,500 *
13	89,000 *
14	88,200
15	87,745 *
16	87,736 *
17	86,799
18	86,000
19	85,592
20	85,393 *
21	82,793 *
22	(81,170)*
23	80,990
24	80,695 *
25	80,004
26	79,224 *
27	79,100 *
28	77,462
29	76,400
30	75,800
31	69,433
32	67,916
33	66,019
34	64,860

Average "*"   92,282

Average All   86,622

DEANS: HEALTH RELATED FIELDS MEDICINE

Rank	Salary
1	267,914 *
2	247,424 *
3	225,000 *
4	212,300 *
5	211,613 *
6	203,922 *
7	185,000 *
8	184,500 *
9	(183,738)*
10	183,700 *
11	182,000 *
12	181,750 *
13	178,392 *
14	176,504 *
15	173,827
16	173,000 *
17	170,252 *
18	163,125 *
19	145,128 *
20	140,553 *
21	138,960 *
22	136,691 *
23	132,300 *
24	130,300 *
25	129,636
26	(126,080)
27	124,600 *
28	117,960 *
29	116,912
30	116,150 *
31	110,624
32	109,879 *
33	106,500 *
34	100,862 *
35	100,175 *
36	78,132 *
37	(60,500)*

Average "*"   158,401

Average All   154,754

DEANS: HEALTH-RELATED FIELDS NURSING

Rank	Salary
1	130,711 *
2	126,500 *
3	113,778
4	109,489 *
5	107,973 *
6	106,692 *
7	106,451 *
8	106,000 *
9	105,000 *
10	103,137 *
11	102,240 *
12	102,000 *
13	99,115 *
14	96,250 *
15	94,840 *
16	90,864 *
17	90,000 *
18	89,500 *
19	89,040 *
20	88,000 *
21	87,300 *
22	86,367
23	85,704 *
24	85,000
25	84,367 *
26	84,000 *
27	83,130 *
28	82,499
29	82,403
30	82,000 *
31	81,790 *
32	81,745 *
33	81,132 *
34	80,800 *
35	80,400
36	80,250 *
37	80,062 *
38	80,040
39	80,000
40	80,000 *
41	78,549 *
42	78,193
43	77,500
44	76,000
45	74,200 *
46	73,000 *
47	72,500 *
48	69,552 *
49	69,000
50	69,000
51	68,500
52	68,244 *
53	66,500 *
54	65,880 *
55	65,800 *
56	65,100
57	65,000
58	62,572
59	57,200
60	52,500 *

Average "*"   88,162

Average All   84,689

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TABLE I (Continued)

DEANS: HEALTH-RELATED FIELDS
OPTOMETRY

Rank	Salary
1	125,000 *
2	103,859 *
3	103,284 *
4	102,240 *
5	90,019
Average "*"	108,596
Average All	104,880

DEANS: HEALTH-RELATED FIELDS
PHARMACY

Rank	Salary
1	136,490 *
2	133,000 *
3	121,500 *
4	117,120 *
5	116,000 *
6	115,900 *
7	114,000 *
8	113,400 *
9	106,443 *
10	106,100 *
11	105,132 *
12	105,000 *
13	104,300 *
14	103,209 *
15	100,456 *
16	97,600 *
17	92,352 *
18	92,000 *
19	89,421 *
20	88,000 *
21	85,000 *
22	83,600 *
23	83,408
24	83,244 *
25	83,101 *
26	82,750 *
27	81,028 *
28	81,000 *
29	74,604 *
30	74,500 *
31	74,200 *
32	70,781 *
33	60,200 *
Average "*"	96,607
Average All	96,207

DEANS: HEALTH-RELATED FIELDS
PUBLIC HEALTH

Rank	Salary
1	138,000 *
2	135,786 *
3	135,402 *
4	134,541 *
5	125,000 *
6	98,120 *
7	92,844 *
8	80,649 *
9	77,171
Average "*"	117,543
Average All	113,057

DEANS: HEALTH-RELATED FIELDS
VETERINARY MEDICINE

Rank	Salary
1	140,556 *
2	138,000 *
3	137,100 *
4	126,500 *
5	115,100 *
6	114,733 *
7	114,500 *
8	111,400 *
9	110,800 *
10	110,250 *
11	107,400 *
12	106,525 *
13	106,000 *
14	105,108 *
15	104,900 *
16	100,320 *
17	95,952 *
18	93,000 *
19	92,200 *
20	85,428 *
21	82,000 *
Average "*"	109,418
Average All	109,418

*Member of NASULGC

TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FORTY-SIX UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-ATLANTA REGION-

The Atlanta Region as defined by the Equal Employment Opportunity Commission includes the states of Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, and Tennessee. The twenty-eight participating universities from this region are as follows:

Auburn University
Clemson University
East Tennessee State University
Florida Atlantic University
Florida State University
Georgia Institute of Technology
Georgia State University
Memphis State University
Middle Tennessee State University
Mississippi State University
North Carolina State University at Raleigh
Tennessee Technological University
University of Alabama
University of Alabama in Birmingham
University of Alabama in Huntsville
University of Central Florida
University of Florida
University of Georgia
University of Kentucky
University of Louisville
University of Mississippi
University of North Carolina at Chapel Hill
University of North Carolina at Greensboro
University of South Alabama
University of South Carolina, Columbia
University of South Florida
University of Southern Mississippi
University of Tennessee - Knoxville

TABLE II (Continued)
ATLANTA REGION

ADMINISTRATIVE OFFICERS: SYSTEM PRESIDENT OF A MULTI-CAMPUS INSTITUTION

Rank	Salary
1	151,300
2	128,563
3	117,900
4	95,000
Average	123,191

ADMINISTRATIVE OFFICERS: PRESIDENT OF A SINGLE UNIT INSTITUTION

Rank	Salary
1	190,550
2	170,000
3	167,000
4	159,086
5	155,622
6	151,500
7	148,700
8	143,550
9	138,375
10	135,000
11	134,620
12	133,160
13	127,513
14	127,278
15	117,915
16	117,130
17	115,700
18	100,000
19	98,100
20	95,000
21	95,000
22	88,900
23	86,700
24	86,300
Average	128,446

ADMINISTRATIVE OFFICERS: VICE PRESIDENT FOR INSTITUTIONAL PLANNING

Rank	Salary
1	102,406
2	96,000
3	92,642
4	90,740
5	87,736
6	79,475
7	73,028
8	62,500
9	(55,155)
Average	82,187

ADMINISTRATIVE OFFICERS: EXECUTIVE VICE PRESIDENT

Rank	Salary
1	128,000
2	115,000
3	111,260
4	99,100
5	(95,700)
6	75,336
7	72,360
Average	99,537

ADMINISTRATIVE OFFICERS: ADMINISTRATIVE VICE PRESIDENT

Rank	Salary
1	111,000
2	95,800
3	(95,700)
4	90,000
5	89,950
6	(87,200)
7	84,800
8	71,600
9	70,353
Average	88,489

ADMINISTRATIVE OFFICERS: ASSISTANT TO THE PRESIDENT

Rank	Salary
1	82,693
2	81,500
3	78,000
4	77,900
5	77,500
6	70,600
7	69,960
8	66,750
9	(66,000)
10	65,720
11	62,004
12	61,800
13	54,447
14	48,735
15	46,490
16	43,000
17	42,505
18	40,000
19	39,586
Average	61,852

ADMINISTRATIVE OFFICERS: VICE PRESIDENT FOR HEALTH

Rank	Salary
1	300,000
2	198,300
3	189,660
4	(183,738)
5	143,710
6	143,700
7	133,000
8	(126,080)
Average	177,274

ADMINISTRATIVE OFFICERS: VICE PRESIDENT FOR INFORMATION MANAGEMENT

Rank	Salary
1	100,970
2	100,000
3	92,642
4	82,500
5	78,400
6	67,860
Average	87,062

TABLE II (Continued)
ATLANTA REGION

ADMINISTRATIVE OFFICERS:
DIRECTOR OF COMPUTING SERVICES

Rank	Salary
1	101,182
2	96,003
3	95,953
4	92,400
5	84,000
6	82,296
7	80,000
8	77,800
9	75,900
10	74,750
11	73,390
12	72,216
13	72,000
14	67,000
15	65,976
16	65,700
17	65,700
18	63,900
19	62,500
20	60,770
21	60,628
22	60,000
23	58,240
24	52,253
25	52,176
26	48,996
Average	71,605

ADMINISTRATIVE OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION

Rank	Salary
1	92,100
2	70,644
3	70,500
4	69,150
5	(66,000)
6	65,000
7	(63,200)
8	60,000
9	56,100
10	54,800
11	53,016
12	48,535
13	46,600
14	45,864
15	45,000
16	44,000
17	43,200
18	41,600
19	40,749
20	32,624
21	21,400
Average	53,823

ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

Rank	Salary
1	77,000
2	71,000
3	67,300
4	64,855
5	61,770
6	61,000
7	60,900
8	60,883
9	60,069
10	59,500
11	58,843
12	56,200
13	55,886
14	(55,155)
15	54,915
16	51,131
17	47,627
18	47,160
19	43,014
20	38,323
21	34,400
22	33,279
Average	55,464

ADMINISTRATIVE OFFICERS:
LEGAL COUNSEL

Rank	Salary
1	99,200
2	91,075
3	90,100
4	88,875
5	87,950
6	87,000
7	83,500
8	78,400
9	77,090
10	75,000
11	74,200
12	73,000
13	71,433
14	67,500
15	64,000
16	61,650
17	60,481
18	55,008
19	48,260
20	32,000
Average	73,286

ACADEMIC OFFICERS:
VICE PRESIDENT

Rank	Salary
1	(128,300)
2	125,000
3	125,000
4	124,200
5	120,000
6	117,200
7	106,725
8	105,000
9	98,400
10	92,200
11	90,085
12	90,000
13	87,420
14	86,032
15	83,000
16	73,810
17	66,398
Average	101,104

ACADEMIC OFFICERS:
PROVOST

Rank	Salary
1	169,950
2	132,558
3	(128,300)
4	125,000
5	125,000
6	114,000
7	108,250
8	106,045
9	106,000
10	105,000
11	86,000
Average	118,737

TABLE II (Continued)
ATLANTA REGION

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

Rank	Salary
1	115,000
2	100,000
3	99,000
4	92,500
5	88,400
6	87,500
7	87,000
8	86,500
9	85,600
10	84,859
11	79,860
12	78,124
13	77,400
14	77,031
15	75,802
16	72,000
17	69,400
18	68,004
19	67,173
20	66,660
21	62,560
22	62,500
23	59,940
24	59,000
25	53,173
26	51,900
Average	77,188

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT

Rank	Salary
1	119,800
2	116,400
3	116,000
4	112,506
5	112,300
6	104,800
7	103,320
8	98,470
9	98,000
10	97,695
11	96,000
12	96,000
13	95,000
14	90,000
15	86,032
16	82,800
17	78,000
18	77,500
19	73,828
20	71,600
21	70,467
Average	95,072

BUSINESS/FISCAL OFFICERS:
CONTROLLER

Rank	Salary
1	89,400
2	88,000
3	82,500
4	(81,500)
5	80,000
6	77,000
7	70,500
8	68,000
9	68,000
10	66,558
11	66,175
12	62,200
13	60,830
14	60,000
15	59,000
16	56,960
17	54,280
18	53,772
19	53,106
20	45,000
Average	67,139

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

Rank	Salary
1	(88,000)
2	87,980
3	(81,500)
4	73,000
5	66,175
6	57,800
7	49,900
8	48,300
9	44,880
10	43,066
11	35,800
12	34,620
13	34,104
14	32,016
15	28,700
Average	53,723

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

Rank	Salary
1	98,580
2	(88,000)
3	59,612
4	53,500
5	52,008
6	42,000
7	37,314
Average	61,573

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

Rank	Salary
1	72,000
2	66,200
3	63,512
4	61,008
5	60,035
6	58,128
7	53,000
8	53,000
9	52,500
10	52,000
11	51,920
12	51,556
13	50,500
14	50,028
15	49,196
16	48,970
17	47,439
18	46,300
19	45,890
20	45,245
21	43,690
22	43,056
23	42,250
24	36,290
25	35,000
Average	51,149

TABLE II (Continued)
ATLANTA REGION

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

Rank	Salary
1	76,500
2	70,850
3	68,575
4	63,835
5	60,000
6	59,729
7	58,839
8	55,385
9	54,253
10	53,000
11	52,000
12	50,750
13	49,440
14	48,500
15	47,944
16	44,964
17	44,000
18	43,532
19	42,095
20	42,000
21	38,858
22	38,490
23	37,100
24	36,500
25	35,517
26	32,004
27	30,641
Average	49,456

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

Rank	Salary
1	87,800
2	79,829
3	66,600
4	65,629
5	65,100
6	62,717
7	61,533
8	59,748
9	58,897
10	56,333
11	55,600
12	55,492
13	54,340
14	54,090
15	54,000
16	51,105
17	50,200
18	49,639
19	48,947
20	44,000
21	42,972
22	42,000
23	39,732
Average	56,796

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

Rank	Salary
1	56,184
2	53,629
3	53,500
4	(52,876)
5	52,400
6	51,368
7	47,550
8	47,500
9	43,767
10	43,100
11	40,643
12	39,837
13	39,624
14	39,200
15	37,071
16	35,360
17	34,814
18	28,700
19	27,500
20	27,329
21	19,117
Average	41,479

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

Rank	Salary
1	88,500
2	86,000
3	77,000
4	75,000
5	73,700
6	73,641
7	70,700
8	70,350
9	64,400
10	57,918
11	57,636
12	57,185
13	57,100
14	56,636
15	55,600
16	55,363
17	55,000
18	54,458
19	54,173
20	(52,876)
21	52,728
22	52,000
23	50,230
24	50,004
25	41,964
Average	61,606

STUDENT SERVICES OFFICERS:
VICE PRESIDENT

Rank	Salary
1	109,400
2	100,300
3	98,785
4	96,500
5	93,350
6	93,300
7	92,500
8	(92,250)
9	91,172
10	90,000
11	89,000
12	88,500
13	(87,200)
14	86,300
15	82,680
16	79,356
17	78,798
18	78,066
19	77,000
20	75,000
21	74,178
22	72,760
23	71,464
24	71,000
25	70,571
26	56,200
Average	84,447

TABLE II (Continued)
ATLANTA REGION

STUDENT SERVICES OFFICERS:
DEAN OF STUDENT SERVICES

Rank	Salary
1	(92,250)
2	82,902
3	75,538
4	74,900
5	72,000
6	61,000
7	59,137
8	58,900
9	56,004
10	51,480
11	49,751
12	48,981
13	48,594
14	39,011
Average	62,175

STUDENT SERVICES OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

Rank	Salary
1	92,215
2	73,478
3	53,644
4	53,004
5	47,089
6	45,500
7	41,300
8	40,000
9	39,430
10	35,661
11	33,600
12	(32,712)
13	30,000
14	27,467
15	23,753
Average	44,590

STUDENT SERVICES OFFICERS:
DIRECTOR OF ADMISSIONS

Rank	Salary
1	(73,578)
2	68,500
3	63,366
4	61,790
5	56,980
6	55,800
7	55,000
8	54,760
9	52,210
10	50,600
11	50,524
12	50,400
13	50,324
14	49,930
15	46,198
16	(46,005)
17	45,760
18	45,000
19	44,491
20	41,000
21	40,570
22	40,500
23	37,960
24	34,980
25	34,628
26	27,084
Average	49,151

STUDENT SERVICES OFFICERS:
REGISTRAR

Rank	Salary
1	81,439
2	74,587
3	72,000
4	69,258
5	65,071
6	63,500
7	63,024
8	59,142
9	57,800
10	57,500
11	57,100
12	54,700
13	52,013
14	50,971
15	50,159
16	49,670
17	48,960
18	48,880
19	48,000
20	47,231
21	(46,005)
22	44,200
23	43,785
24	39,396
25	38,004
26	37,730
Average	54,620

STUDENT SERVICES OFFICERS:
DIRECTOR OF FINANCIAL AID

Rank	Salary
1	64,530
2	60,900
3	60,000
4	58,500
5	57,638
6	53,600
7	53,000
8	52,854
9	51,800
10	51,305
11	51,132
12	50,649
13	50,000
14	48,537
15	46,357
16	46,008
17	46,000
18	45,615
19	44,930
20	43,340
21	43,230
22	42,821
23	42,240
24	41,900
25	40,108
26	38,500
27	37,150
Average	48,987

STUDENT SERVICES OFFICERS:
DIRECTOR OF HOUSING

Rank	Salary
1	65,000
2	64,575
3	62,625
4	62,000
5	57,500
6	57,300
7	56,650
8	53,319
9	52,100
10	51,000
11	50,960
12	49,999
13	47,000
14	46,887
15	46,020

(Continued)

TABLE II (Continued)
ATLANTA REGION

STUDENT SERVICES OFFICERS:
DIRECTOR OF HOUSING (Cont'd)

Rank	Salary
16	43,769
17	42,716
18	40,513
19	40,416
20	40,121
21	40,016
22	36,000
23	34,730
24	33,494
25	33,396
26	31,200
Average	47,666

STUDENT SERVICES OFFICERS:
DIR OF STUDENT HEALTH CENTER

Rank	Salary
1	102,756
2	102,702
3	101,293
4	100,488
5	93,000
6	92,400
7	91,488
8	84,881
9	82,202
10	81,000
11	79,500
12	77,673
13	74,500
14	72,822
15	70,000
16	67,000
17	65,208
18	65,004
19	52,122
20	50,700
21	39,576
22	37,984
23	32,000
24	31,955
25	29,988
Average	71,130

STUDENT SERVICES OFFICERS:
DIRECTOR OF CAREER PLANNING

Rank	Salary
1	62,665
2	55,296
3	54,000
4	53,500
5	53,198
6	53,057
7	52,485
8	50,949
9	50,818
10	49,024
11	48,652
12	45,880
13	43,423
14	42,277
15	42,100
16	40,000
17	39,060
18	37,700
19	37,094
20	36,504
21	36,176
22	35,880
23	35,666
24	35,200
25	31,955
26	27,585
Average	44,236

OPERATIONS OFFICERS:
VICE PRESIDENT FOR FACILITIES

Rank	Salary
1	94,500
2	93,001
3	77,600
Average	88,367

OPERATIONS OFFICERS:
DIR OF FACILITIES PLANNING

Rank	Salary
1	97,096
2	70,000
3	68,575
4	67,440
5	67,100
6	66,000
7	65,595
8	64,800
9	63,400
10	61,820
11	60,900
12	60,640
13	56,680
14	55,143
15	55,000
16	53,560
17	52,623
18	46,679
19	43,452
20	42,640
21	36,461
Average	59,791

OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

Rank	Salary
1	80,000
2	79,025
3	75,700
4	72,999
5	72,846
6	70,980
7	70,000
8	69,450
9	68,000
10	65,050
11	65,000
12	64,955
13	64,656
14	63,960
15	62,500
16	60,048
17	58,500
18	58,308
19	58,000
20	56,972
21	56,700
22	56,604
23	54,320
24	54,237
25	52,000
26	45,800
Average	63,716

TABLE II (Continued)
ATLANTA REGION

OPERATIONS OFFICERS: DIRECTOR OF PUBLIC SAFETY (CAMPUS POLICE)

Rank	Salary
1	79,543
2	66,000
3	64,400
4	63,000
5	62,006
6	59,500
7	59,000
8	57,704
9	57,247
10	51,387
11	50,000
12	49,800
13	49,139
14	49,004
15	47,442
16	47,200
17	43,000
18	42,031
19	40,125
20	39,356
21	35,760
22	34,390
23	32,900
24	32,251
25	31,926
26	30,360
Average	49,018

PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR INSTITUTIONAL ADVANCEMENT

Rank	Salary
1	120,000
2	105,000
3	101,000
4	100,000
5	99,000
6	96,300
7	96,000
8	87,500
9	84,000
10	81,710
11	65,400
12	(60,500)
Average	91,368

PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR PUBLIC RELATIONS/INFORMATION

Rank	Salary
1	98,097
2	93,500
3	87,500
4	80,300
5	74,610
6	(60,500)
Average	82,418

PUBLIC RELATIONS OFFICERS: DIRECTOR OF PUBLIC RELATIONS/INFORMATION

Rank	Salary
1	89,500
2	(84,984)
3	74,400
4	70,015
5	70,000
6	69,585
7	68,500
8	67,113
9	64,003
10	56,100
11	55,000
12	54,600
13	54,570
14	53,000
15	52,529
16	51,896
17	51,736
18	49,167
19	48,838
20	46,200
21	44,940
22	39,592
23	39,520
24	37,628
Average	58,059

PUBLIC RELATIONS OFFICERS: DIRECTOR OF LEGISLATIVE RELATIONS

Rank	Salary
1	(84,984)
2	77,000
3	75,843
4	74,081
5	71,600
6	71,000
7	61,742
8	58,760
9	40,600
10	38,938
Average	65,455

PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR DEVELOPMENT

Rank	Salary
1	104,700
2	100,460
3	91,880
4	87,973
5	87,500
6	86,900
7	73,750
Average	90,452

PUBLIC RELATIONS OFFICERS: DIRECTOR OF DEVELOPMENT

Rank	Salary
1	103,000
2	98,000
3	(86,000)
4	(80,000)
5	75,000
6	74,500
7	71,000
8	67,600
9	62,708
10	60,504
11	(59,715)
12	59,563
13	59,400
14	52,000
15	51,750
16	50,880
17	50,000
18	47,157
19	45,619
20	(45,000)
21	30,000
Average	63,305

TABLE II (Continued)
ATLANTA REGION

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI SERVICES

Rank	Salary
1	107,100
2	93,000
3	(86,000)
4	79,500
5	68,008
6	65,000
7	60,000
8	(59,715)
9	58,000
10	57,720
11	56,439
12	55,200
13	54,000
14	47,454
15	(45,000)
16	44,562
17	43,200
18	42,457
19	42,000
20	41,808
21	40,716
22	37,886
23	34,871
24	29,495
25	27,900
Average	55,081

PUBLIC RELATIONS OFFICERS:
DIR OF COOPERATIVE EXTENSION

Rank	Salary
1	117,400
2	102,800
3	100,000
4	98,304
5	(94,300)
6	76,000
7	55,000
8	47,733
9	34,869
10	34,000
Average	76,041

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH

Rank	Salary
1	127,500
2	124,700
3	110,000
4	108,600
5	106,080
6	106,000
7	103,335
8	101,000
9	97,800
10	97,300
11	96,001
12	94,200
13	92,500
14	90,000
15	87,250
16	86,700
17	82,800
18	78,976
19	74,500
20	68,000
Average	96,662

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
AND GRADUATE DEAN

Rank	Salary
1	106,000
2	92,082
3	87,228
4	86,300
5	81,480
6	76,645
Average	88,289

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH

Rank	Salary
1	88,169
2	85,000
3	84,672
4	84,000
5	75,377
6	70,008
7	67,396
8	65,595
9	64,200
10	64,112
11	63,400
12	59,596
13	58,000
14	55,704
15	55,682
16	53,597
17	41,499
18	40,980
19	40,550
Average	64,081

DEANS:
AGRICULTURE

Rank	Salary
1	118,178
2	112,000
3	108,650
4	97,800
5	90,525
6	88,260
7	84,700
8	74,500
9	67,956
Average	93,619

DEANS:
ARCHITECTURE

Rank	Salary
1	110,000
2	98,500
3	92,477
4	88,178
5	82,000
6	82,000
7	80,900
8	76,150
9	69,960
Average	86,685

TABLE II (Continued)
ATLANTA REGION

DEANS:
ARTS AND SCIENCES

Rank	Salary
1	145,800
2	110,000
3	110,000
4	110,000
5	107,300
6	105,500
7	103,750
8	101,500
9	87,940
10	84,243
11	84,069
12	80,243
13	76,250
14	72,460
15	69,976
16	64,280
Average	94,582

DEANS:
BUSINESS/INDUSTRIAL MANAGEMENT

Rank	Salary
1	156,537
2	154,500
3	126,500
4	125,000
5	125,000
6	123,600
7	121,800
8	120,000
9	108,054
10	107,634
11	105,000
12	103,176
13	102,500
14	101,174
15	98,200
16	96,361
17	95,000
18	94,615
19	92,600
20	84,000
21	83,800
22	83,161
23	82,000
24	81,000
25	80,408
26	79,100
27	74,769
Average	103,918

DEANS:
CONTINUING EDUCATION

Rank	Salary
1	93,631
2	90,000
3	87,850
4	79,000
5	75,415
6	73,500
7	72,100
8	71,640
9	68,350
10	67,500
11	65,855
12	64,500
13	62,690
14	59,892
15	58,959
16	57,320
17	47,756
Average	70,350

DEANS:
EDUCATION

Rank	Salary
1	103,031
2	102,500
3	100,700
4	100,000
5	99,465
6	99,310
7	97,500
8	96,700
9	96,000
10	94,548
11	92,400
12	88,700
13	88,461
14	88,000
15	86,530
16	82,000
17	81,458
18	81,000
19	80,300
20	75,050
21	73,274
22	72,532
23	67,000
24	65,817
25	65,660
Average	87,117

DEANS:
ENGINEERING

Rank	Salary
1	168,000
2	120,000
3	117,300
4	116,835
5	114,000
6	110,000
7	109,920
8	106,800
9	105,199
10	104,000
11	102,800
12	102,384
13	98,325
14	94,200
15	92,000
16	90,000
17	89,468
18	88,000
19	83,991
20	78,000
21	70,040
Average	102,917

DEANS:
FINE ARTS

Rank	Salary
1	105,000
2	88,718
3	82,137
4	80,004
5	72,113
6	68,454
Average	82,738

TABLE II (Continued)
ATLANTA REGION

DEANS:
FORESTRY

Rank	Salary
1	105,600
2	100,060
3	96,200
4	89,411
5	76,100
Average	93,474

DEANS:
GRADUATE

Rank	Salary
1	105,969
2	104,700
3	100,000
4	96,398
5	95,500
6	95,339
7	94,176
8	91,700
9	91,000
10	87,978
11	86,500
12	86,500
13	86,300
14	80,000
15	78,450
16	74,916
17	74,450
18	74,000
19	71,252
20	65,004
Average	87,007

DEANS:
HEALTH/PHYSICAL
EDUC/RECREATION

Rank	Salary
1	102,500
2	(90,956)
3	88,620
Average	94,025

DEANS:
HOME ECONOMICS

Rank	Salary
1	104,600
2	103,500
3	84,528
4	82,500
5	80,966
6	78,500
7	76,350
Average	87,278

DEANS:
HUMANITIES

Rank	Salary
1	(102,798)
2	101,700
3	90,904
4	80,000
Average	93,851

DEANS:
JOURNALISM/COMMUNICATION

Rank	Salary
1	108,700
2	100,300
3	95,907
4	89,500
5	83,054
6	81,159
7	80,000
8	65,200
9	64,500
Average	85,369

DEANS:
LAW

Rank	Salary
1	145,000
2	140,000
3	119,682
4	115,800
5	115,000
6	113,178
7	111,300
8	110,000
9	104,636
10	104,050
11	102,960
12	99,500
Average	115,092

DEANS:
LIBERAL ARTS

Rank	Salary
1	96,596
2	89,618
3	89,000
4	81,000
5	72,500
6	72,450
7	71,724
Average	81,841

DEANS:
LIBRARY SCIENCE

Rank	Salary
1	92,103
2	85,000
3	81,196
4	74,348
5	73,000
6	65,554
Average	78,534

DEANS:
MUSIC

Rank	Salary
1	120,000
2	88,460
3	79,500
Average	95,987

TABLE II (Continued)
ATLANTA REGION

DEANS:
SCIENCE

Rank	Salary
1	(111,032)
2	110,800
3	(105,800)
4	103,505
5	100,400
6	98,956
7	92,000
8	85,500
Average	100,999

DEANS:
SOCIAL/BEHAVIORAL SCIENCES

Rank	Salary
1	103,625
2	(102,798)
3	99,442
Average	101,955

DEANS:
SOCIAL WORK

Rank	Salary
1	121,800
2	93,600
3	89,701
4	85,722
5	83,950
6	(83,558)
7	78,054
8	76,000
Average	89,048

DEANS:
UNDERGRADUATE STUDIES

Rank	Salary
1	88,329
2	85,442
3	84,075
4	82,500
5	73,000
6	71,000
Average	80,724

DEANS:
UNIVERSITY COLLEGE

Rank	Salary
1	89,827
2	87,888
3	60,813
Average	79,509

DEANS: HEALTH-RELATED PROFESSIONS
DENTISTRY

Rank	Salary
1	141,000
2	132,000
3	128,000
4	102,375
Average	125,844

DEANS: HEALTH-RELATED PROFESSIONS
HEALTH SCIENCE/HEALTH PROFESSIONS/ALLIED HEALTH

Rank	Salary
1	118,000
2	108,000
3	96,800
4	(90,956)
5	90,000
6	89,000
7	85,393
8	80,004
9	77,462
10	64,860
Average	90,048

DEANS: HEALTH-RELATED PROFESSIONS
MEDICINE

Rank	Salary
1	225,000
2	185,000
3	184,500
4	(183,738)
5	181,750
6	140,553
7	(126,080)
8	116,912
9	110,624
Average	161,573

DEANS: HEALTH-RELATED PROFESSIONS
NURSING

Rank	Salary
1	126,500
2	107,973
3	105,000
4	96,250
5	88,000
6	86,367
7	82,000
8	81,745
9	80,800
10	80,062
11	76,000
12	73,000
13	69,000
14	69,000
15	65,100
16	65,000
Average	84,487

DEANS: HEALTH-RELATED PROFESSIONS
PHARMACY

Rank	Salary
1	121,500
2	115,900
3	114,000
4	104,300
5	97,600
6	85,000
7	81,028
Average	102,761

DEANS: HEALTH-RELATED PROFESSIONS
PUBLIC HEALTH

Rank	Salary
1	138,000
2	135,402
3	125,000
Average	132,801

DEANS: HEALTH-RELATED PROFESSIONS
VETERINARY MEDICINE

Rank	Salary
1	138,000
2	114,500
3	104,900
4	92,200
5	82,000
Average	106,320

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FORTY-SIX UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-CHICAGO REGION-

The Chicago Region as defined by the Equal Employment Opportunity Commission includes the states of Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin. The twenty-seven participating universities from this region are as follows:

Ball State University
Central Michigan University
Cleveland State University
Illinois State University
Indiana State University
Indiana University - Bloomington
Indiana University - Purdue University at Indianapolis
Kent State University
Miami University
Michigan State University
Michigan Technological University
Northern Illinois University
Oakland University
Ohio State University
Ohio University
Southern Illinois University at Carbondale
Southern Illinois University at Edwardsville
University of Akron
University of Cincinnati
University of Illinois at Chicago
University of Illinois at Urbana-Champaign
University of Michigan at Ann Arbor
University of Minnesota - Twin Cities
University of Toledo
University of Wisconsin at Madison
University of Wisconsin at Milwaukee
Wright State University

TABLE II (Continued)
CHICAGO REGION

ADMINISTRATIVE OFFICERS: SYSTEM PRESIDENT OF A MULTI-CAMPUS INSTITUTION

Rank	Salary
1	156,750
2	155,040
3	152,300
4	149,800
5	141,325
6	130,000
7	126,300
8	125,040
Average	142,069

ADMINISTRATIVE OFFICERS: PRESIDENT OF A SINGLE UNIT INSTITUTION

Rank	Salary
1	162,839
2	159,500
3	150,000
4	142,000
5	142,000
6	136,300
7	133,600
8	133,521
9	130,000
10	128,200
11	127,500
12	120,000
13	119,600
14	116,904
15	112,630
16	112,212
17	109,500
18	108,324
19	108,324
Average	129,103

ADMINISTRATIVE OFFICERS: VICE PRESIDENT FOR INSTITUTIONAL PLANNING

Rank	Salary
1	107,160
2	104,000
3	83,100
4	70,700
Average	91,240

ADMINISTRATIVE OFFICERS: ADMINISTRATIVE VICE PRESIDENT

Rank	Salary
1	89,700
2	80,000
3	79,860
4	79,680
5	68,150
Average	79,478

ADMINISTRATIVE OFFICERS: ASSISTANT TO THE PRESIDENT

Rank	Salary
1	86,600
2	82,720
3	79,905
4	77,990
5	77,600
6	76,700
7	76,400
8	76,000
9	73,896
10	71,350
11	63,750
12	61,533
13	61,056
14	40,425
Average	71,852

ADMINISTRATIVE OFFICERS: VICE PRESIDENT FOR INFORMATION MANAGEMENT

Rank	Salary
1	107,000
2	78,000
3	63,348
Average	82,783

ADMINISTRATIVE OFFICERS: DIRECTOR OF COMPUTING SERVICES

Rank	Salary
1	94,000
2	88,008
3	87,775
4	87,000
5	85,135
6	84,708
7	81,900
8	81,587
9	80,000
10	78,000
11	77,067
12	76,848
13	76,100
14	74,000
15	72,533
16	71,400
17	68,900
18	67,824
19	67,728
20	63,500
21	62,965
22	61,200
23	59,750
24	56,592
Average	75,188

ADMINISTRATIVE OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION

Rank	Salary
1	85,212
2	82,000
3	72,607
4	67,800
5	65,000
6	64,707
7	62,160
8	61,740
9	60,000
10	60,000
11	57,600
12	56,172
13	55,800
14	55,328
15	55,311
16	54,060
17	53,900
18	53,550
19	53,000
20	(52,500)
21	51,804
22	48,960
23	47,250
24	45,500
25	45,000
Average	58,678

TABLE II (Continued)
CHICAGO REGION

ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

Rank	Salary
1	(85,770)
2	72,690
3	69,875
4	69,000
5	67,500
6	63,240
7	62,407
8	61,160
9	59,952
10	58,850
11	58,600
12	55,620
13	55,430
14	53,635
15	50,124
16	45,000
17	44,771
18	44,750
19	43,706
Average	59,057

ADMINISTRATIVE OFFICERS:
LEGAL COUNSEL

Rank	Salary
1	108,000
2	98,100
3	93,600
4	90,500
5	90,500
6	85,194
7	82,872
8	78,576
9	74,126
10	71,350
11	70,399
12	69,500
13	69,300
14	69,000
15	60,516
16	57,027
17	55,000
18	50,000
Average	76,309

ACADEMIC OFFICERS:
VICE PRESIDENT

Rank	Salary
1	167,000
2	133,200
3	123,000
4	120,500
5	115,000
6	114,944
7	109,950
8	103,400
9	103,000
10	(101,520)
11	98,940
12	97,500
13	96,255
14	92,148
15	(90,600)
16	90,000
17	85,000
Average	108,350

ACADEMIC OFFICERS:
PROVOST

Rank	Salary
1	(135,200)
2	128,000
3	126,140
4	117,000
5	105,000
6	(101,520)
7	99,500
8	98,000
9	93,800
10	(90,600)
Average	109,476

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

Rank	Salary
1	112,450
2	111,300
3	103,800
4	102,240
5	101,000
6	98,000
7	97,250
8	94,300
9	88,300
10	87,600
11	84,763
12	84,300
13	80,400
14	80,000
15	76,728
16	75,000
17	75,000
18	74,573
19	73,850
20	73,509
21	73,152
22	71,000
23	66,800
24	61,888
25	60,054
Average	84,290

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT

Rank	Salary
1	157,461
2	113,600
3	110,900
4	106,600
5	106,380
6	103,616
7	101,750
8	96,900
9	96,800
10	95,400
11	95,007
12	94,570
13	92,300
14	91,900
15	91,500
16	89,544
17	86,700
18	85,090
19	84,250
20	80,923
21	78,180
22	78,155
23	73,000
Average	96,110

TABLE II (Continued)
CHICAGO REGION

BUSINESS/FISCAL OFFICERS:
CONTROLLER

Rank	Salary
1	117,750
2	90,100
3	89,500
4	84,900
5	80,640
6	80,425
7	77,460
8	76,000
9	75,000
10	(72,679)
11	70,500
12	68,900
13	63,552
14	62,000
15	61,920
16	60,210
17	59,550
18	57,523
19	57,084
20	56,700
21	53,000
Average	72,162

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

Rank	Salary
1	86,000
2	62,748
3	62,000
4	57,816
5	57,000
6	56,004
7	55,400
8	53,900
9	51,300
10	45,100
11	44,000
12	43,710
13	43,083
14	41,472
15	40,822
Average	53,357

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

Rank	Salary
1	75,300
2	(72,679)
3	62,464
4	51,650
Average	65,523

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

Rank	Salary
1	74,449
2	68,861
3	64,750
4	62,675
5	62,100
6	59,350
7	58,300
8	58,000
9	57,750
10	55,512
11	53,000
12	52,284
13	51,024
14	51,000
15	50,500
16	47,520
17	47,300
18	46,245
19	43,570
20	43,100
21	43,100
22	39,609
23	37,533
24	25,680
Average	52,217

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

Rank	Salary
1	75,750
2	75,000
3	65,400
4	64,200
5	59,500
6	59,000
7	56,560
8	55,608
9	52,812
10	52,400
11	52,200
12	50,238
13	49,600
14	48,000
15	47,932
16	44,099
17	41,190
18	40,766
19	40,000
Average	54,224

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

Rank	Salary
1	111,000
2	(85,770)
3	75,000
4	74,500
5	67,200
6	66,800
7	65,000
8	64,200
9	63,349
10	63,129
11	61,788
12	58,596
13	56,137
14	56,088
15	47,000
16	44,190
17	38,000
Average	64,573

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

Rank	Salary
1	68,054
2	65,700
3	58,000
4	53,244
5	50,376
6	48,674
7	47,796
8	45,050
9	44,304
10	43,800

(Continued)

TABLE II (Continued)
CHICAGO REGION

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PAYROLL (Cont'd)

Rank	Salary
11	43,600
12	43,260
13	41,214
14	39,779
15	39,000
16	36,150
17	34,000
18	33,948
19	32,100
20	31,896
21	31,675
22	31,000
23	30,944
Average	43,198

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PERSONNEL

Rank	Salary
1	110,280
2	100,500
3	92,300
4	78,248
5	74,591
6	72,765
7	72,679
8	71,700
9	69,850
10	67,800
11	66,900
12	65,892
13	63,000
14	60,000
15	59,864
16	59,820
17	59,738
18	59,304
19	56,180
20	55,900
21	55,600
22	(52,500)
Average	69,337

STUDENT SERVICES OFFICERS: VICE PRESIDENT

Rank	Salary
1	112,360
2	105,360
3	104,764
4	96,900
5	96,407
6	96,000
7	94,500
8	(92,268)
9	90,100
10	89,750
11	87,500
12	87,075
13	85,800
14	82,300
15	81,600
16	78,000
17	77,200
18	76,630
19	73,000
20	70,110
21	65,846
Average	87,784

STUDENT SERVICES OFFICERS: DEAN OF STUDENT SERVICES

Rank	Salary
1	(92,268)
2	83,620
3	82,600
4	80,960
5	77,700
6	74,890
7	71,425
8	70,300
9	68,300
10	68,000
11	62,760
12	61,360
13	57,920
14	57,500
15	56,957
16	56,364
17	47,882
Average	68,871

STUDENT SERVICES OFFICERS: DEAN OF INTERNATIONAL STUDENTS

Rank	Salary
1	90,100
2	80,250
3	63,500
4	52,517
5	52,464
6	52,440
7	52,208
8	48,500
9	43,330
10	39,787
11	39,223
Average	55,847

STUDENT SERVICES OFFICERS: DIRECTOR OF ADMISSIONS

Rank	Salary
1	91,038
2	81,850
3	79,924
4	76,287
5	73,140
6	72,000
7	67,128
8	66,960
9	65,650
10	65,544
11	64,400
12	63,663
13	62,850
14	62,217
15	61,759
16	61,404
17	60,324
18	59,500
19	57,800
20	55,432
21	54,806
22	53,750
23	52,590
24	50,000
Average	65,001

TABLE II (Continued)
CHICAGO REGION

STUDENT SERVICES OFFICERS:
REGISTRAR

Rank	Salary
1	83,900
2	82,925
3	72,038
4	69,700
5	68,800
6	68,610
7	63,960
8	63,250
9	62,300
10	60,840
11	60,324
12	59,210
13	58,687
14	57,601
15	57,127
16	55,680
17	54,584
18	53,944
19	53,412
20	53,124
21	50,180
22	50,000
23	47,000
24	45,096
Average	60,512

STUDENT SERVICES OFFICERS:
DIRECTOR OF FINANCIAL AID

Rank	Salary
1	78,110
2	68,300
3	67,860
4	66,455
5	63,300
6	62,950
7	61,900
8	60,900
9	60,333
10	60,000
11	58,000
12	57,544
13	57,120
14	56,292
15	55,704
16	55,191
17	54,060
18	53,944
19	53,750
20	53,750
21	52,128
22	49,800
23	48,846
24	47,322
25	45,234
26	40,500
27	40,238
Average	56,649

STUDENT SERVICES OFFICERS:
DIRECTOR OF HOUSING

Rank	Salary
1	95,000
2	90,180
3	81,000
4	73,455
5	72,128
6	70,600
7	68,750
8	68,510
9	66,012
10	64,272
11	64,030
12	60,062
13	52,500
14	51,299
15	49,032
16	48,107
17	47,500
18	46,900
19	45,864
20	45,259
21	44,780
22	43,540
23	40,314
24	40,000
Average	59,546

STUDENT SERVICES OFFICERS:
DIR OF STUDENT HEALTH CENTER

Rank	Salary
1	122,220
2	112,133
3	99,515
4	98,429
5	88,290
6	85,756
7	81,096
8	79,044
9	77,963
10	76,612
11	73,140
12	71,685
13	69,809
14	66,480
15	64,220
16	63,888
17	62,976
18	44,700
19	40,100
20	37,842
Average	75,795

STUDENT SERVICES OFFICERS:
DIRECTOR OF CAREER PLANNING

Rank	Salary
1	66,000
2	63,446
3	62,844
4	58,788
5	55,510
6	55,364
7	54,400
8	53,044
9	52,800
10	52,530
11	50,938
12	50,455
13	49,901
14	49,700
15	49,692
16	49,650
17	45,000
18	45,000
19	42,800
20	42,720
21	42,390
22	41,472
Average	51,566

TABLE II (Continued)
CHICAGO REGION

OPERATIONS OFFICERS:
VICE PRESIDENT FOR FACILITIES

Rank	Salary
1	92,598
2	79,352
3	78,600
4	77,600
5	77,077
6	69,000
Average	79,038

OPERATIONS OFFICERS:
DIR OF FACILITIES PLANNING

Rank	Salary
1	94,800
2	72,216
3	67,800
4	67,680
5	67,200
6	57,700
7	57,360
8	51,837
9	48,774
Average	65,041

OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

Rank	Salary
1	98,100
2	93,400
3	90,000
4	87,200
5	84,270
6	82,337
7	78,600
8	77,600
9	71,455
10	70,200
11	70,098
12	70,000
13	67,490
14	66,765
15	66,576
16	66,480
17	66,400
18	65,000
19	64,655
20	63,806
21	63,330
22	62,550
23	61,176
24	59,888
25	58,136
Average	72,220

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY
(CAMPUS POLICE)

Rank	Salary
1	89,500
2	72,500
3	67,175
4	65,492
5	64,552
6	62,450
7	61,798
8	59,705
9	57,616
10	57,422
11	55,650
12	55,600
13	55,176
14	54,650
15	54,649
16	54,240
17	53,575
18	53,400
19	53,100
20	53,000
21	52,136
22	51,592
23	49,320
24	47,322
25	46,404
26	38,700
Average	57,182

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR INSTITUTIONAL ADVANCEMENT

Rank	Salary
1	96,100
2	(95,100)
3	91,800
4	91,400
5	(87,192)
6	84,540
7	84,000
8	82,500
9	81,400
10	78,000
11	71,300
Average	85,757

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR PUBLIC
RELATIONS/INFORMATION

Rank	Salary
1	103,250
2	96,412
3	89,250
4	(87,192)
5	83,400
6	76,895
7	75,550
8	75,500
9	72,000
Average	84,383

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC RELATIONS/
INFORMATION

Rank	Salary
1	113,474
2	82,200
3	65,500
4	63,760
5	62,302
6	59,447
7	58,410
8	56,760
9	54,693
10	53,360
11	51,288
12	50,242
13	45,848
14	41,451
15	41,181
Average	59,994

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR LEGISLATIVE
RELATIONS

Rank	Salary
1	119,183
2	107,000
3	77,076
Average	101,086

TABLE II (Continued)
CHICAGO REGION

PUBLIC RELATIONS OFFICERS: DIRECTOR OF LEGISLATIVE RELATIONS

Rank	Salary
1	98,640
2	75,000
3	66,000
4	63,100
5	61,214
6	59,396
7	53,159
8	51,055
9	47,141
10	39,198
Average	61,390

PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR DEVELOPMENT

Rank	Salary
1	151,152
2	126,000
3	107,000
4	95,484
5	(95,100)
6	89,500
7	85,000
8	84,000
9	65,600
Average	99,871

PUBLIC RELATIONS OFFICERS: DIRECTOR OF DEVELOPMENT

Rank	Salary
1	88,560
2	69,365
3	62,300
4	61,500
5	57,750
6	55,000
7	51,000
8	49,500
9	48,864
10	47,160
11	44,256
Average	57,750

PUBLIC RELATIONS OFFICERS: DIRECTOR OF ALUMNI SERVICES

Rank	Salary
1	106,000
2	92,000
3	72,000
4	61,500
5	60,722
6	54,600
7	54,072
8	52,800
9	48,099
10	47,959
11	47,100
12	45,834
13	44,268
14	42,500
15	40,500
16	40,092
17	38,150
18	38,124
19	36,780
20	36,135
21	35,000
22	33,000
Average	51,238

PUBLIC RELATIONS OFFICERS: DIR OF COOPERATIVE EXTENSION

Rank	Salary
1	102,480
2	83,655
3	65,454
4	62,571
Average	78,540

RESEARCH OFFICERS: VICE PRESIDENT FOR RESEARCH AND GRADUATE DEAN

Rank	Salary
1	115,000
2	104,000
3	98,900
4	97,000
5	96,100
6	75,200
7	75,000
Average	94,457

RESEARCH OFFICERS: DIRECTOR OF RESEARCH

Rank	Salary
1	107,750
2	86,885
3	86,400
4	85,920
5	75,000
6	73,500
7	72,000
8	71,250
9	69,875
10	69,756
11	65,228
12	62,835
13	61,380
14	60,624
15	60,000
16	56,612
17	53,640
18	53,371
19	51,500
20	50,513
21	42,642
Average	67,461

DEANS: AGRICULTURE

Rank	Salary
1	126,250
2	115,000
3	112,997
4	109,551
5	83,774
Average	109,514

DEANS: ARCHITECTURE

Rank	Salary
1	106,080
2	104,929
3	102,563
4	97,060
5	93,300
6	88,000
7	82,226
Average	96,308

TABLE II (Continued)
CHICAGO REGION

DEANS:
ARTS AND SCIENCES

Rank	Salary
1	143,000
2	134,375
3	116,600
4	113,560
5	104,000
6	104,000
7	98,744
8	96,249
9	95,532
10	95,287
11	95,134
12	92,600
13	92,300
14	92,100
15	91,000
16	89,628
17	84,168
18	83,400
19	79,000
20	72,000
Average	98,634

DEANS:
BUSINESS/INDUSTRIAL MANAGEMENT

Rank	Salary
1	142,900
2	138,000
3	123,016
4	122,586
5	114,475
6	112,104
7	111,859
8	111,825
9	110,333
10	106,400
11	105,750
12	105,559
13	104,190
14	102,444
15	98,490
16	96,300
17	95,400
18	95,400
19	94,938
20	92,040
21	90,152
22	89,200
23	84,744
24	80,000
25	79,680
26	70,000
Average	102,992

DEANS:
CONTINUING EDUCATION

Rank	Salary
1	95,400
2	91,267
3	90,998
4	85,866
5	85,300
6	84,400
7	84,240
8	83,066
9	81,100
10	79,569
11	79,444
12	79,443
13	76,804
14	73,817
15	73,812
16	66,864
17	66,000
18	62,900
Average	80,016

DEANS:
EDUCATION

Rank	Salary
1	116,300
2	110,632
3	105,000
4	104,700
5	102,840
6	102,800
7	100,800
8	96,450
9	90,000
10	89,440
11	89,376
12	89,250
13	87,967
14	87,700
15	86,694
16	86,500
17	86,100
18	85,164
19	84,636
20	84,400
21	80,224
22	79,011
23	76,739
24	75,744
25	73,020
26	67,500
Average	89,961

DEANS:
ENGINEERING

Rank	Salary
1	151,100
2	150,150
3	126,650
4	123,791
5	120,825
6	119,900
7	119,123
8	118,800
9	117,040
10	113,531
11	111,918
12	106,032
13	105,700
14	103,944
15	100,488
16	98,482
17	95,625
18	90,850
19	90,060
20	87,000
Average	112,550

DEANS:
FINE ARTS

Rank	Salary
1	106,320
2	105,000
3	92,700
4	88,100
5	87,780
6	86,052
7	84,400
8	72,500
9	71,436
Average	88,254

TABLE II (Continued)
CHICAGO REGION

DEANS:
GRADUATE

Rank	Salary
1	130,075
2	115,000
3	110,160
4	106,000
5	105,791
6	104,850
7	104,000
8	95,135
9	90,864
10	89,870
11	88,700
12	85,200
13	82,620
14	81,960
15	80,800
16	79,800
17	75,219
18	74,000
19	66,408
Average	92,971

DEANS:
HEALTH/PHYSICAL
EDUC/RECREATION

Rank	Salary
1	103,100
2	85,800
3	76,400
4	67,200
Average	83,125

DEANS:
HOME ECONOMICS

Rank	Salary
1	105,264
2	99,600
3	97,100
4	94,150
Average	99,029

DEANS:
JOURNALISM/COMMUNICATION

Rank	Salary
1	104,900
2	95,300
3	92,500
4	89,500
5	87,360
6	75,372
Average	90,822

DEANS:
LAW

Rank	Salary
1	158,300
2	156,006
3	150,737
4	147,794
5	135,894
6	135,000
7	131,520
8	125,004
9	122,515
10	115,000
11	114,316
12	98,553
13	86,040
Average	128,975

DEANS:
LIBERAL ARTS

Rank	Salary
1	100,000
2	93,263
3	90,750
4	83,892
Average	91,976

DEANS:
LIBRARY SCIENCE

Rank	Salary
1	102,450
2	91,500
3	84,000
4	82,002
5	68,500
Average	85,690

DEANS:
MUSIC

Rank	Salary
1	116,000
2	112,875
3	107,565
Average	112,147

DEANS:
PUBLIC AFFAIRS

Rank	Salary
1	117,127
2	116,748
3	113,400
Average	115,758

DEANS:
SCIENCE

Rank	Salary
1	116,500
2	104,040
3	97,082
4	93,500
5	84,205
6	77,016
Average	95,391

DEANS:
SOCIAL/BEHAVIORAL SCIENCES

Rank	Salary
1	116,300
2	110,880
3	70,596
Average	99,259

DEANS:
SOCIAL WORK

Rank	Salary
1	137,081
2	103,793
3	91,680
4	91,050
5	83,000
6	74,440
Average	96,841

TABLE II (Continued)
CHICAGO REGION

DEANS:
UNIVERSITY COLLEGE/
GENERAL COLLEGE

Rank	Salary
1	95,000
2	91,267
3	90,300
4	83,469
5	67,719
Average	85,551

DEANS: HEALTH-RELATED PROFESSIONS
DENTISTRY

Rank	Salary
1	139,100
2	127,466
3	118,440
4	114,000
5	112,981
6	90,240
Average	117,038

DEANS: HEALTH-RELATED PROFESSIONS
HEALTH SCIENCE/HEALTH PROFESSIONS/ALLIED HEALTH

Rank	Salary
1	110,462
2	93,855
3	91,800
4	87,736
Average	95,963

DEANS: HEALTH-RELATED PROFESSIONS
MEDICINE

Rank	Salary
1	247,424
2	176,504
3	173,827
4	170,252
5	138,960
6	132,300
7	130,300
8	129,636
9	124,600
10	117,960
11	116,150
Average	150,719

DEANS: HEALTH-RELATED PROFESSIONS
NURSING

Rank	Salary
1	130,711
2	113,778
3	109,489
4	106,692
5	106,451
6	106,000
7	102,240
8	99,115
9	90,864
10	85,000
11	80,040
12	80,000
13	68,500
Average	98,375

DEANS: HEALTH-RELATED PROFESSIONS
PHARMACY

Rank	Salary
1	136,490
2	117,120
3	113,400
4	106,443
5	106,100
6	105,132
7	83,101
Average	109,684

DEANS: HEALTH-RELATED PROFESSIONS
PUBLIC HEALTH

Rank	Salary
1	135,786
2	134,541
3	98,120
Average	122,816

DEANS: HEALTH-RELATED PROFESSIONS
VETERINARY MEDICINE

Rank	Salary
1	126,500
2	115,100
3	110,250
4	106,525
5	100,320
Average	111,739

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FORTY-SIX UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-DALLAS REGION-

The Dallas Region as defined by the Equal Employment Opportunity Commission includes the states of Arkansas, Louisiana, Oklahoma, New Mexico, and Texas. The twenty-five participating universities from this region are as follows:

East Texas State University
Lamar University
Louisiana State University
Louisiana Tech University
Northeast Louisiana University
Northwest State University of Louisiana
Oklahoma State University
Sam Houston State University
Stephen F. Austin State University
Texas A & I University
Texas A & M University
Texas Southern University
Texas Tech University
Texas Woman's University
University of Arkansas
University of Houston
University of New Mexico
University of New Orleans
University of North Texas
University of Oklahoma
University of Southwestern Louisiana
University of Texas at Arlington
University of Texas at Austin
University of Texas at Dallas
University of Texas at El Paso

TABLE II (Continued)
DALLAS REGION

ADMINISTRATIVE OFFICERS: SYSTEM PRESIDENT OF A MULTI-CAMPUS INSTITUTION

Rank	Salary
1	160,000
2	140,000
3	136,000
Average	145,333

ADMINISTRATIVE OFFICERS: PRESIDENT OF A SINGLE UNIT INSTITUTION

Rank	Salary
1	174,000
2	170,000
3	152,000
4	148,500
5	135,000
6	127,820
7	127,000
8	121,500
9	118,500
10	118,500
11	117,055
12	114,000
13	106,576
14	102,160
15	97,240
16	95,000
17	95,000
18	95,000
19	95,000
20	89,872
21	62,160
22	62,160
Average	114,729

ADMINISTRATIVE OFFICERS: EXECUTIVE VICE PRESIDENT

Rank	Salary
1	113,926
2	113,000
3	90,000
4	80,548
Average	99,369

ADMINISTRATIVE OFFICERS: ASSISTANT TO THE PRESIDENT

Rank	Salary
1	73,251
2	70,000
3	69,095
4	68,200
5	65,000
6	64,000
7	62,400
8	60,737
9	60,606
10	60,000
11	60,000
12	58,123
13	53,967
14	52,267
15	39,520
16	37,197
17	36,720
18	35,000
19	34,074
Average	55,798

ADMINISTRATIVE OFFICERS: DIRECTOR OF COMPUTING SERVICES

Rank	Salary
1	115,000
2	102,500
3	84,000
4	82,416
5	78,155
6	77,760
7	75,000
8	73,320
9	73,000
10	71,600
11	70,000
12	64,800
13	64,300
14	(60,050)
15	60,000
16	60,000
17	56,000
18	54,744
19	54,080
20	54,075
21	53,443
22	53,260
23	53,103
24	50,400
25	42,230
Average	67,329

ADMINISTRATIVE OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION

Rank	Salary
1	63,000
2	54,358
3	49,321
4	(45,309)
5	45,000
6	43,914
7	42,600
8	42,300
9	41,907
10	40,894
11	38,130
12	35,000
13	34,500
14	34,000
15	30,000
Average	42,682

ADMINISTRATIVE OFFICERS: DIRECTOR OF INSTITUTIONAL RESEARCH

Rank	Salary
1	(77,670)
2	73,194
3	65,508
4	58,054
5	56,500
6	56,500
7	56,460
8	56,200
9	55,000
10	53,692
11	51,900
12	49,894
13	48,769
14	48,672
15	48,000
16	48,000
17	47,407
18	47,250
19	45,399
20	38,910
21	35,000
Average	53,237

TABLE II (Continued)
DALLAS REGION

ADMINISTRATIVE OFFICERS:
LEGAL COUNSEL

Rank	Salary
1	92,000
2	89,000
3	84,000
4	(73,242)
5	(67,000)
6	65,000
7	65,000
8	60,000
9	50,400
Average	71,738

ACADEMIC OFFICERS:
VICE PRESIDENT

Rank	Salary
1	145,000
2	120,000
3	105,500
4	(104,500)
5	103,000
6	102,000
7	101,200
8	101,111
9	91,970
10	88,480
11	88,000
12	80,934
13	80,684
14	80,551
15	77,856
16	72,885
17	71,760
18	71,149
19	70,000
Average	92,452

ACADEMIC OFFICERS:
PROVOST

Rank	Salary
1	115,360
2	115,000
3	105,000
4	94,900
5	86,284
6	62,900
Average	96,574

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

Rank	Salary
1	90,000
2	82,880
3	80,575
4	79,248
5	77,560
6	77,200
7	76,000
8	75,600
9	75,000
10	74,800
11	71,643
12	70,035
13	70,000
14	66,986
15	66,044
16	64,346
17	60,000
18	59,222
19	58,678
20	55,701
21	53,200
22	52,246
23	50,400
24	50,289
25	37,300
Average	66,998

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT

Rank	Salary
1	111,500
2	109,901
3	99,000
4	98,000
5	98,000
6	97,000
7	95,500
8	95,200
9	92,496
10	91,180
11	90,000
12	90,000
13	85,000
14	81,980
15	80,634
16	80,000
17	78,974
18	77,856
19	76,500
20	72,956
21	72,885
22	72,080
23	66,000
24	65,455
Average	86,587

BUSINESS/FISCAL OFFICERS:
CONTROLLER

Rank	Salary
1	79,673
2	78,000
3	73,200
4	71,400
5	70,700
6	70,035
7	60,564
8	59,801
9	59,000
10	58,800
11	57,000
12	56,537
13	54,655
14	51,136
15	(48,594)
16	47,250
17	46,401
18	46,272
19	44,310
20	44,008
Average	58,867

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

Rank	Salary
1	54,240
2	51,760
3	47,000
4	46,748
5	46,500
6	45,602
7	42,816
8	36,905
9	36,000
10	35,000

(Continued)

TABLE II (Continued)
DALLAS REGION

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR (Cont'd)

Rank	Salary
11	33,197
12	33,020
13	31,320
14	27,732
15	26,796
16	25,967
Average	38,788

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

Rank	Salary
1	79,400
2	59,921
3	58,401
4	54,000
5	53,000
6	52,553
7	42,708
8	41,858
9	40,075
10	39,673
11	32,500
12	29,052
Average	48,595

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

Rank	Salary
1	65,400
2	65,150
3	64,232
4	56,000
5	53,800
6	52,300
7	51,500
8	48,922
9	47,943
10	46,908
11	46,505
12	45,130
13	43,500
14	42,684
15	41,700
16	41,182
17	41,000
18	40,469
19	40,300
20	36,500
21	31,775
22	31,000
23	27,905
Average	46,165

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

Rank	Salary
1	63,356
2	61,244
3	60,000
4	59,325
5	57,150
6	50,000
7	47,612
8	46,505
9	46,500
10	45,800
11	44,500
12	42,000
13	40,000
14	40,000
15	37,280
16	35,178
17	35,000
18	34,008
19	33,720
20	33,308
Average	45,624

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

Rank	Salary
1	79,400
2	66,885
3	62,800
4	57,303
5	53,112
6	52,000
7	51,500
8	50,500
9	50,000
10	(49,000)
11	(48,594)
12	48,000
13	42,200
14	36,410
15	28,500
Average	51,747

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

Rank	Salary
1	(49,000)
2	46,805
3	45,768
4	43,992
5	43,800
6	43,500
7	39,690
8	36,955
9	36,936
10	35,276
11	35,000
12	32,500
13	31,910
14	30,000
15	26,796
16	25,000
17	23,200
Average	36,831

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

Rank	Salary
1	65,300
2	62,000
3	56,593
4	56,325
5	55,000
6	54,000
7	53,000
8	52,654
9	52,500
10	51,331
11	50,004
12	49,565
13	48,700
14	48,500
15	48,072
16	46,176
17	45,570
18	45,408
19	45,100
20	43,805
21	42,719
22	35,000
23	25,594
Average	49,257

TABLE II (Continued)
DALLAS REGION

STUDENT SERVICES OFFICERS:
VICE PRESIDENT

Rank	Salary
1	99,000
2	95,456
3	89,981
4	89,250
5	87,600
6	85,000
7	83,000
8	82,425
9	82,000
10	81,000
11	80,000
12	76,567
13	75,421
14	74,500
15	72,080
16	67,500
17	67,100
18	65,000
19	62,900
20	60,000
Average	78,789

STUDENT SERVICES OFFICERS:
DEAN OF STUDENT SERVICES

Rank	Salary
1	69,615
2	64,500
3	60,720
4	59,500
5	58,973
6	58,800
7	56,764
8	55,000
9	51,420
10	49,627
11	49,379
12	49,342
13	49,229
14	47,850
15	46,162
16	46,052
17	45,320
Average	54,015

STUDENT SERVICES OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

Rank	Salary
1	57,462
2	54,728
3	52,000
4	50,715
5	47,575
6	45,096
7	40,500
8	39,250
9	36,480
10	28,758
11	28,130
12	26,960
13	20,400
Average	40,620

STUDENT SERVICES OFFICERS:
DIRECTOR OF ADMISSIONS

Rank	Salary
1	72,025
2	69,084
3	67,504
4	67,410
5	(63,119)
6	55,010
7	53,211
8	52,130
9	51,000
10	50,000
11	49,336
12	48,797
13	46,000
14	44,028
15	43,100
16	41,632
17	40,676
18	40,265
19	37,993
20	37,400
21	36,755
22	32,259
23	31,200
24	27,822
25	22,212
Average	47,199

STUDENT SERVICES OFFICERS:
REGISTRAR

Rank	Salary
1	65,920
2	(63,119)
3	60,672
4	57,772
5	56,000
6	55,010
7	53,100
8	52,877
9	51,000
10	49,920
11	48,000
12	47,956
13	47,600
14	47,261
15	46,592
16	44,900
17	44,273
18	44,061
19	37,536
20	36,608
Average	50,509

STUDENT SERVICES OFFICERS:
DIRECTOR OF FINANCIAL AID

Rank	Salary
1	65,376
2	64,000
3	54,000
4	52,500
5	51,000
6	50,985
7	50,562
8	49,229
9	48,771
10	48,100
11	47,185
12	46,357
13	46,000
14	45,320
15	41,000
16	39,480
17	38,292
18	38,100
19	37,701
20	36,690
21	33,819
22	32,568
23	31,507
24	29,114
Average	44,902

TABLE II (Continued)
DALLAS REGION

STUDENT SERVICES OFFICERS:
DIRECTOR OF HOUSING

Rank	Salary
1	72,025
2	58,243
3	56,485
4	54,039
5	53,754
6	53,576
7	53,000
8	48,127
9	47,550
10	40,517
11	39,372
12	39,290
13	39,272
14	38,397
15	36,700
16	33,696
17	33,572
18	33,530
19	33,022
20	32,137
21	31,274
22	31,000
23	25,968
Average	42,806

STUDENT SERVICES OFFICERS:
DIR OF STUDENT HEALTH CENTER

Rank	Salary
1	103,000
2	78,000
3	77,561
4	75,488
5	74,450
6	74,316
7	74,315
8	70,700
9	70,159
10	70,000
11	68,855
12	61,000
13	58,933
14	55,000
15	54,275
16	49,012
17	48,427
18	42,000
19	37,099
20	36,820
21	27,068
Average	62,213

STUDENT SERVICES OFFICERS:
DIRECTOR OF CAREER PLANNING

Rank	Salary
1	57,737
2	57,425
3	57,378
4	54,596
5	52,225
6	49,000
7	47,400
8	44,746
9	44,478
10	43,800
11	40,831
12	39,824
13	36,880
14	36,277
15	35,674
16	35,000
17	35,000
18	34,917
19	33,825
20	33,696
21	33,023
22	31,704
23	26,000
24	25,192
Average	41,110

OPERATIONS OFFICERS:
VICE PRESIDENT FOR FACILITIES

Rank	Salary
1	89,522
2	82,521
3	75,000
4	68,020
Average	78,766

OPERATIONS OFFICERS:
DIR OF FACILITIES PLANNING

Rank	Salary
1	65,600
2	56,127
3	54,450
4	52,500
5	46,009
Average	54,937

OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

Rank	Salary
1	75,000
2	72,700
3	72,500
4	67,705
5	66,000
6	65,600
7	61,590
8	61,325
9	60,500
10	60,175
11	57,000
12	56,493
13	55,226
14	55,000
15	54,300
16	51,900
17	51,756
18	48,451
19	47,978
20	41,916
21	39,774
22	39,508
23	38,092
Average	56,543

TABLE II (Continued)
DALLAS REGION

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY (CAMPUS POLICE)

Rank	Salary
1	67,500
2	60,652
3	56,600
4	55,224
5	55,000
6	51,000
7	49,841
8	49,820
9	49,000
10	48,473
11	46,500
12	43,680
13	41,507
14	41,442
15	40,908
16	40,658
17	40,200
18	37,599
19	37,000
20	36,915
21	36,750
22	34,000
23	30,210
24	23,247
Average	44,739

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR INSTITUTIONAL ADVANCEMENT

Rank	Salary
1	105,000
2	99,000
3	92,153
4	76,615
5	74,160
6	72 080
7	72,000
8	71,050
9	67,000
10	64,320
11	63,000
12	58,200
13	45,333
Average	73,839

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC RELATIONS/INFORMATION

Rank	Salary
1	64,890
2	60,000
3	58,240
4	57,408
5	55,262
6	51,500
7	50,838
8	50,400
9	49,300
10	48,925
11	45,600
12	43,908
13	40,800
14	38,652
15	38,360
16	38,328
17	37,900
18	37,210
19	36,314
20	29,254
Average	46,654

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE RELATIONS

Rank	Salary
1	80,000
2	76,403
3	67,000
4	65,000
Average	72,101

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR DEVELOPMENT

Rank	Salary
1	97,551
2	92,000
3	(89,522)
Average	93,024

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

Rank	Salary
1	78,000
2	70,000
3	66,000
4	64,885
5	63,000
6	60,999
7	60,000
8	54,273
9	45,050
10	(44,264)
11	42,000
12	36,750
13	34,635
Average	55,374

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI SERVICES

Rank	Salary
1	72,660
2	67,200
3	66,742
4	63,000
5	61,360
6	60,133
7	60,000
8	58,433
9	51,376
10	46,016
11	(44,264)
12	42,682
13	41,000
14	40,000
15	39,120
16	38,766
17	34,650
18	30,958
19	28,620
Average	49,841

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH

Rank	Salary
1	108,514
2	(104,500)
3	96,622
4	93,523
5	51,626
Average	90,957

TABLE II (Continued)
DALLAS REGION

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH AND GRADUATE DEAN

Rank	Salary
1	107,952
2	94,800
3	90,948
4	90,600
5	81,435
6	72,411
Average	89,691

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH

Rank	Salary
1	100,284
2	73,923
3	73,218
4	67,210
5	65,972
6	64,000
7	60,900
8	58,114
9	56,500
10	53,280
11	53,060
12	48,769
13	48,000
14	44,300
15	43,876
16	43,264
17	39,687
18	34,335
Average	57,150

DEANS:
AGRICULTURE

Rank	Salary
1	163,770
2	99,220
3	96,495
4	93,808
5	82,900
6	77,222
7	62,840
8	61,110
Average	92,171

DEANS:
ARCHITECTURE

Rank	Salary
1	113,500
2	102,204
3	88,433
4	85,000
5	79,511
6	79,310
7	78,000
8	75,400
9	71,583
10	62,500
Average	83,544

DEANS:
ARTS AND SCIENCES

Rank	Salary
1	110,000
2	102,503
3	98,580
4	97,500
5	97,416
6	90,000
7	75,400
8	75,105
9	72,624
10	71,000
11	68,750
12	67,229
13	66,950
14	66,260
15	65,496
Average	81,654

DEANS:
BUSINESS/INDUSTRIAL MANAGEMENT

Rank	Salary
1	154,337
2	146,000
3	141,528
4	138,000
5	107,350
6	106,000
7	104,000
8	102,503
9	100,000
10	100,000
11	94,417
12	92,900
13	91,700
14	84,000
15	80,113
16	80,072
17	74,900
18	72,624
19	71,200
20	70,512
21	67,229
22	66,879
23	58,865
Average	95,875

DEANS:
CONTINUING EDUCATION

Rank	Salary
1	86,500
2	77,168
3	75,100
4	68,742
5	65,021
6	64,512
7	61,775
8	55,000
9	51,249
10	41,200
11	37,632
Average	62,173

DEANS:
EDUCATION

Rank	Salary
1	134,000
2	115,001
3	100,000
4	98,724
5	95,000
6	93,000
7	90,948
8	85,600
9	83,065
10	81,066
11	73,149
12	72,624
13	72,500
14	72,500

(Continued)

TABLE II (Continued)
DALLAS REGION

DEANS:
EDUCATION (Cont'd)

Rank	Salary
15	71,000
16	67,357
17	67,229
18	67,000
19	65,812
20	64,800
21	64,584
22	63,000
Average	81,725

DEANS:
ENGINEERING

Rank	Salary
1	168,525
2	156,000
3	123,200
4	110,040
5	106,371
6	106,000
7	103,000
8	97,840
9	97,520
10	95,000
11	92,000
12	87,268
13	81,676
14	77,407
15	72,601
16	71,000
17	68,013
18	55,000
Average	98,248

DEANS:
FINE ARTS

Rank	Salary
1	120,000
2	76,253
3	74,550
4	67,405
5	64,995
6	58,444
Average	76,941

DEANS:
GRADUATE

Rank	Salary
1	109,000
2	99,700
3	95,000
4	91,000
5	90,600
6	88,500
7	83,511
8	74,000
9	71,905
10	71,256
11	67,000
12	66,879
13	66,642
14	62,100
15	58,099
16	48,625
Average	77,739

DEANS:
HOME ECONOMICS

Rank	Salary
1	95,000
2	93,600
3	80,550
4	72,417
5	69,677
6	60,581
7	45,802
Average	73,947

DEANS:
LAW

Rank	Salary
1	168,000
2	142,975
3	122,000
4	100,000
5	100,000
6	94,600
7	80,362
Average	115,420

DEANS:
LIBERAL ARTS

Rank	Salary
1	118,000
2	111,600
3	85,000
4	74,871
5	68,200
6	67,062
7	43,800
Average	81,219

DEANS:
LIBRARY SCIENCE

Rank	Salary
1	95,000
2	87,500
3	80,550
4	73,300
Average	84,088

DEANS:
MUSIC

Rank	Salary
1	88,683
2	75,240
3	56,985
Average	73,636

DEANS:
PUBLIC AFFAIRS

Rank	Salary
1	120,000
2	70,119
3	66,775
Average	85,631

TABLE II (Continued)
DALLAS REGION

DEANS:
SCIENCE

Rank	Salary
1	126,000
2	119,800
3	110,240
4	105,000
5	101,500
6	100,000
7	85,000
8	78,998
9	67,100
10	66,162
11	63,500
Average	93,027

DEANS:
SOCIAL WORK

Rank	Salary
1	102,000
2	90,250
3	79,400
4	76,214
Average	86,966

DEANS:
UNDERGRADUATE STUDIES

Rank	Salary
1	93,036
2	58,420
3	56,000
4	55,566
Average	65,756

DEANS:
UNIVERSITY COLLEGE/
GENERAL COLLEGE

Rank	Salary
1	111,060
2	82,500
3	74,816
4	68,035
5	66,780
6	58,650
7	40,019
Average	71,694

DEANS: HEALTH-RELATED PROFESSIONS
HEALTH SCIENCE/HEALTH PROFESSIONS/ALLIED HEALTH

Rank	Salary
1	86,000
2	79,100
3	76,400
4	69,433
5	67,916
Average	75,770

DEANS: HEALTH-RELATED PROFESSIONS
NURSING

Rank	Salary
1	102,000
2	80,400
3	80,000
4	78,193
5	74,200
6	62,572
Average	79,561

DEANS: HEALTH-RELATED PROFESSIONS
PHARMACY

Rank	Salary
1	133,000
2	103,209
3	81,000
4	74,200
Average	97,852

DEANS: HEALTH-RELATED PROFESSIONS
VETERINARY MEDICINE

Rank	Salary
1	140,556
2	114,733
3	106,000
Average	120,430

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FORTY-SIX UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-DENVER REGION-

The Denver Region as defined by the Equal Employment Opportunity Commission includes the states of Colorado, Montana, North Dakota, South Dakota, Utah, and Wyoming. The fourteen participating universities from this region are as follows:

Colorado School of Mines
Colorado State University
Montana State University
North Dakota State University
South Dakota School of Mines and Technology
South Dakota State University
University of Colorado at Denver
University of Montana
University of North Dakota
University of Northern Colorado
University of South Dakota
University of Utah
University of Wyoming
Utah State University

TABLE II (Continued)
DENVER REGION

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SINGLE UNIT INSTITUTION

Rank	Salary
1	130,829
2	115,000
3	113,604
4	113,000
5	109,500
6	102,000
7	92,880
8	92,880
9	89,000
10	89,000
11	84,000
12	82,950
13	82,000
Average	99,742

ADMINISTRATIVE OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

Rank	Salary
1	96,300
2	75,000
3	68,000
4	59,308
Average	74,652

ADMINISTRATIVE OFFICERS:
ASSISTANT TO THE PRESIDENT

Rank	Salary
1	85,044
2	50,000
3	47,000
4	39,600
Average	55,411

ADMINISTRATIVE OFFICERS:
DIRECTOR OF COMPUTING SERVICES

Rank	Salary
1	84,800
2	65,116
3	63,640
4	60,800
5	58,623
6	54,587
7	54,546
8	53,700
9	47,950
10	44,000
Average	58,776

ADMINISTRATIVE OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION

Rank	Salary
1	58,000
2	51,850
3	50,000
4	(47,025)
5	48,800
6	44,000
7	38,940
8	38,940
9	35,100
10	29,916
11	28,645
12	27,690
Average	41,409

ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

Rank	Salary
1	64,600
2	59,500
3	56,200
4	54,000
5	46,739
6	42,192
7	40,020
8	39,442
9	33,837
10	27,713
Average	46,424

ADMINISTRATIVE OFFICERS:
LEGAL COUNSEL

Rank	Salary
1	79,100
2	69,100
3	42,876
4	41,300
5	40,150
Average	54,505

ACADEMIC OFFICERS:
VICE PRESIDENT

Rank	Salary
1	113,600
2	100,300
3	95,800
4	90,000
5	90,000
6	84,000
7	(80,000)
8	77,000
9	75,205
10	72,792
11	72,000
12	72,000
Average	85,225

ACADEMIC OFFICERS:
PROVOST

Rank	Salary
1	105,060
2	90,000
3	(80,000)
Average	91,687

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

Rank	Salary
1	89,700
2	72,024
3	70,000
4	69,948
5	65,000
6	62,500
7	62,156
8	61,000
9	57,000
10	54,915
11	52,000
12	46,680
13	45,342
Average	62,174

TABLE II (Continued)
DENVER REGION

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT

Rank	Salary
1	90,000
2	89,500
3	87,550
4	82,512
5	82,100
6	78,300
7	74,560
8	72,500
9	58,308
10	5[illegible]00
11	49,923
Average	74,868

BUSINESS/FISCAL OFFICERS:
CONTROLLER

Rank	Salary
1	72,100
2	67,400
3	66,100
4	57,330
5	56,854
6	54,273
7	52,092
8	48,800
9	48,000
10	46,790
11	46,100
12	43,860
13	32,103
Average	53,216

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

Rank	Salary
1	59,600
2	50,677
3	35,000
Average	48,426

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

Rank	Salary
1	63,000
2	41,208
3	32,191
4	27,665
Average	41,016

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

Rank	Salary
1	58,000
2	51,000
3	47,800
4	44,153
5	41,250
6	37,809
7	35,076
8	34,560
9	28,250
10	26,339
Average	40,424

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

Rank	Salary
1	73,000
2	49,500
3	49,100
4	41,496
5	38,100
6	38,000
7	31,000
8	23,400
Average	42,950

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

Rank	Salary
1	80,000
2	69,500
3	63,192
4	63,000
5	60,000
6	58,087
7	46,592
8	41,064
9	40,000
10	25,661
Average	54,710

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

Rank	Salary
1	(58,519)
2	46,750
3	(46,115)
4	31,344
5	28,826
6	28,630
7	28,500
8	19,962
Average	36,081

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

Rank	Salary
1	64,724
2	63,700
3	(58,519)
4	58,400
5	55,489
6	48,000
7	(47,025)
8	(46,115)
9	41,280
10	40,000
11	39,136
12	35,000
13	31,689
Average	48,391

TABLE II (Continued)
DENVER REGION

STUDENT SERVICES OFFICERS:
VICE PRESIDENT

Rank	Salary
1	91,300
2	78,000
3	71,400
4	70,200
5	69,612
6	68,000
7	67,100
8	62,300
9	52,000
10	50,258
Average	68,017

STUDENT SERVICES OFFICERS:
DEAN OF STUDENT SERVICES

Rank	Salary
1	78,375
2	56,765
3	53,100
4	51,460
5	46,608
6	45,166
Average	55,246

STUDENT SERVICES OFFICERS:
DIRECTOR OF ADMISSIONS

Rank	Salary
1	56,400
2	52,250
3	50,061
4	48,150
5	47,723
6	47,700
7	44,474
8	40,210
9	39,973
10	38,584
11	33,656
12	31,558
13	29,612
Average	43,104

STUDENT SERVICES OFFICERS:
REGISTRAR

Rank	Salary
1	61,000
2	53,440
3	50,676
4	50,000
5	49,973
6	49,890
7	47,508
8	44,822
9	43,796
10	40,482
11	36,300
12	35,854
13	34,431
Average	46,013

STUDENT SERVICES OFFICERS:
DIRECTOR OF FINANCIAL AID

Rank	Salary
1	62,800
2	53,449
3	50,139
4	49,515
5	45,108
6	42,320
7	41,288
8	40,728
9	40,205
10	35,000
11	34,485
12	34,000
13	33,184
14	29,560
Average	42,270

STUDENT SERVICES OFFICERS·
DIRECTOR OF HOUSING

Rank	Salary
1	64,400
2	51,273
3	51,000
4	50,556
5	48,432
6	45,060
7	44,850
8	39,130
9	39,000
10	38,528
11	36,562
12	31,442
13	22,000
Average	43,249

STUDENT SERVICES OFFICERS:
DIR OF STUDENT HEALTH CENTER

Rank	Salary
1	89,947
2	83,164
3	82,154
4	70,100
5	60,412
6	60,000
7	52,742
8	51,838
9	35,718
10	26,375
Average	61,246

STUDENT SERVICES OFFICERS:
DIRECTOR OF CAREER PLANNING

Rank	Salary
1	59,600
2	48,027
3	41,891
4	40,104
5	38,970
6	38,584
7	38,000
8	36,582
9	(35,075)
10	31,736
Average	40,857

TABLE II (Continued)
DENVER REGION

OPERATIONS OFFICERS:
DIR OF FACILITIES PLANNING

Rank	Salary
1	58,000
2	54,480
3	47,700
Average	53,393

OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

Rank	Salary
1	75,800
2	73,500
3	63,600
4	55,908
5	55,000
6	53,300
7	51,610
8	47,500
9	47,157
10	45,780
11	38,094
Average	55,204

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY (CAMPUS POLICE)

Rank	Salary
1	62,500
2	59,300
3	45,624
4	41,200
5	29,800
6	28,596
7	27,095
8	26,860
9	26,519
Average	38,610

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR INSTITUTIONAL ADVANCEMENT

Rank	Salary
1	87,350
2	78,000
3	77,000
4	76,308
Average	79,665

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR PUBLIC RELATIONS/INFORMATION

Rank	Salary
1	95,400
2	75,600
3	63,265
4	63,000
Average	74,316

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC RELATIONS/INFORMATION

Rank	Salary
1	73,800
2	61,189
3	52,596
4	52,305
5	51,996
6	51,000
7	50,160
8	50,000
9	49,000
10	44,000
11	37,620
12	27,854
Average	50,127

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

Rank	Salary
1	65,000
2	49,500
3	44,844
4	42,000
5	39,270
6	36,500
Average	46,186

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI SERVICES

Rank	Salary
1	66,468
2	65,312
3	45,824
4	40,900
5	40,404
6	40,000
7	39,655
8	38,105
9	37,098
10	36,960
Average	45,073

PUBLIC RELATIONS OFFICERS:
DIR OF COOPERATIVE EXTENSION

Rank	Salary
1	82,300
2	75,000
3	74,520
4	58,620
5	45,107
6	(35,075)
Average	61,770

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH

Rank	Salary
1	113,000
2	88,740
3	85,860
4	83,300
5	75,000
6	72,000
Average	86,317

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH

Rank	Salary
1	69,960
2	58,020
3	56,519
4	54,220
5	43,700
6	40,719
7	35,162
Average	51,186

TABLE II (Continued)
DENVER REGION

DEANS:
AGRICULTURE

Rank	Salary
1	90,900
2	85,008
3	81,000
4	75,800
5	70,000
6	67,500
Average	78,368

DEANS:
ARCHITECTURE

Rank	Salary
1	89,881
2	(75,600)
3	55,225
Average	73,569

DEANS:
ARTS AND SCIENCES

Rank	Salary
1	89,888
2	81,510
3	80,004
4	71,998
5	70,967
6	66,840
7	66,000
8	65,000
Average	74,026

DEANS:
BUSINESS/INDUSTRIAL
MANAGEMENT

Rank	Salary
1	106,300
2	99,664
3	97,200
4	87,516
5	78,000
6	76,000
7	73,500
8	70,000
9	69,600
10	67,630
11	61,646
Average	80,641

DEANS:
CONTINUING EDUCATION

Rank	Salary
1	70,350
2	68,000
3	62,128
4	(57,000)
5	52,112
6	51,503
7	51,500
Average	58,942

DEANS:
EDUCATION

Rank	Salary
1	87,884
2	86,840
3	81,900
4	71,600
5	68,500
6	68,000
7	66,500
8	65,000
9	64,000
10	60,200
11	59,987
Average	70,946

DEANS:
ENGINEERING

Rank	Salary
1	121,400
2	85,860
3	84,300
4	77,000
5	(75,600)
6	74,583
7	73,754
8	67,000
Average	82,437

DEANS:
FINE ARTS

Rank	Salary
1	75,920
2	63,650
3	60,410
4	58,509
5	58,000
6	56,763
Average	62,209

DEANS:
GRADUATE

Rank	Salary
1	89,413
2	85,500
3	85,000
4	75,000
5	73,932
6	71,000
7	70,200
8	66,000
9	63,650
10	61,924
11	59,500
Average	72,829

DEANS:
HOME ECONOMICS

Rank	Salary
1	71,350
2	67,400
3	60,500
Average	66,417

DEANS:
LAW

Rank	Salary
1	105,000
2	105,000
3	94,690
4	83,000
5	78,645
Average	93,267

TABLE II (Continued)
DENVER REGION

DEANS:
SCIENCE

Rank	Salary
1	93,300
2	91,900
3	86,300
4	(70,000)
Average	85,375

DEANS: HEALTH-RELATED PROFESSIONS
NURSING

Rank	Salary
1	89,040
2	72,500
3	65,880
4	65,800
Average	73,305

DEANS: HEALTH-RELATED PROFESSIONS
PHARMACY

Rank	Salary
1	92,000
2	74,500
3	70,781
4	60,200
Average	74,370

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FORTY-SIX UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-KANSAS CITY REGION-

The Kansas City Region as defined by the Equal Employment Opportunity Commission includes the states of Iowa, Kansas, Missouri, and Nebraska. The eleven participating universities from this region are as follows:

Iowa State University of Science and Technology
Kansas State University
University of Kansas at Lawrence
University of Missouri - Columbia
University of Missouri - Kansas City
University of Missouri - Rolla
University of Missouri - St. Louis
University of Nebraska - Lincoln
University of Nebraska at Omaha
University of Northern Iowa
Wichita State University

TABLE II (Continued)
KANSAS CITY REGION

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SINGLE UNIT INSTITUTION

Rank	Salary
1	164,000
2	126,000
3	(124,800)
4	120,500
5	117,300
6	111,300
7	111,150
8	109,000
9	107,100
10	100,000
Average	119,115

ADMINISTRATIVE OFFICERS:
VICE PRESIDENT FOR INSTITUTIONAL PLANNING

Rank	Salary
1	97,150
2	90,000
3	83,580
Average	90,243

ADMINISTRATIVE OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

Rank	Salary
1	89,000
2	(82,000)
3	81,500
Average	84,167

ADMINISTRATIVE OFFICERS:
ASSISTANT TO THE PRESIDENT

Rank	Salary
1	(95,000)
2	92,000
3	85,600
4	78,650
5	77,900
6	76,164
7	48,972
8	44,800
9	39,350
Average	70,937

ADMINISTRATIVE OFFICERS:
DIRECTOR OF COMPUTING SERVICES

Rank	Salary
1	101,306
2	92,000
3	81,228
4	78,400
5	76,000
6	71,500
7	65,500
8	64,950
9	60,995
10	58,500
11	55,075
Average	73,223

ADMINISTRATIVE OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION

Rank	Salary
1	78,500
2	(64,677)
3	63,000
4	57,871
5	55,250
6	52,884
7	52,000
8	50,000
9	40,000
10	(37,661)
Average	55,184

ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

Rank	Salary
1	75,000
2	64,850
3	64,400
4	55,000
5	50,000
6	49,200
7	48,100
8	43,000
9	36,000
Average	53,950

ACADEMIC OFFICERS:
VICE PRESIDENT

Rank	Salary
1	117,600
2	106,000
3	99,950
4	98,500
5	97,400
6	96,300
7	94,650
8	92,720
Average	100,390

ACADEMIC OFFICERS:
PROVOST

Rank	Salary
1	139,650
2	104,184
3	(95,000)
Average	112,945

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

Rank	Salary
1	96,000
2	92,500
3	80,000
4	76,164
5	75,300
6	75,000
7	72,550
8	68,500
9	63,500
10	63,188
11	61,200
Average	74,900

TABLE II (Continued)
KANSAS CITY REGION

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT

Rank	Salary
1	122,550
2	112,500
3	100,000
4	97,140
5	93,500
6	88,950
7	86,950
8	(82,000)
Average	97,949

BUSINESS/FISCAL OFFICERS:
CONTROLLER

Rank	Salary
1	81,928
2	69,000
3	66,000
4	62,352
5	57,500
6	56,150
Average	65,488

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

Rank	Salary
1	68,300
2	52,800
3	36,400
Average	52,500

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

Rank	Salary
1	70,400
2	62,919
3	50,000
Average	61,106

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

Rank	Salary
1	82,450
2	58,650
3	56,600
4	53,200
5	53,000
6	51,937
7	47,616
8	43,900
9	43,900
10	39,700
11	27,723
Average	50,789

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

Rank	Salary
1	66,424
2	52,000
3	50,000
4	48,972
5	36,300
6	32,500
Average	47,699

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

Rank	Salary
1	71,450
2	69,491
3	65,000
4	58,600
5	57,948
6	57,000
7	52,643
8	47,250
Average	59,923

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

Rank	Salary
1	57,459
2	55,700
3	45,571
4	44,250
5	39,708
6	38,900
7	38,700
8	36,900
9	29,600
10	28,632
Average	41,542

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

Rank	Salary
1	68,800
2	(64,677)
3	63,000
4	59,462
5	58,500
6	57,024
7	56,650
8	55,879
9	52,056
10	47,500
11	47,400
Average	57,359

STUDENT SERVICES OFFICERS:
VICE PRESIDENT

Rank	Salary
1	103,700
2	102,500
3	97,728
4	93,000
5	85,000
6	84,000
7	82,500
8	80,400
9	80,000
10	77,800
11	77,000
Average	87,603

TABLE II (Continued)
KANSAS CITY REGION

STUDENT SERVICES OFFICERS:
DEAN OF STUDENT SERVICES

Rank	Salary
1	72,060
2	68,800
3	66,150
Average	69,003

STUDENT SERVICES OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

Rank	Salary
1	61,920
2	45,482
3	44,100
4	40,500
5	40,000
6	32,340
Average	44,057

STUDENT SERVICES OFFICERS:
DIRECTOR OF ADMISSIONS

Rank	Salary
1	(64,450)
2	(60,000)
3	59,266
4	55,300
5	54,000
6	53,028
7	50,500
8	49,569
9	46,730
10	43,650
Average	53,649

STUDENT SERVICES OFFICERS:
REGISTRAR

Rank	Salary
1	68,000
2	(60,000)
3	59,543
4	58,600
5	54,000
6	49,488
7	46,500
8	44,480
9	43,850
10	42,500
Average	52,696

STUDENT SERVICES OFFICERS:
DIRECTOR OF FINANCIAL AID

Rank	Salary
1	(64,450)
2	59,500
3	59,333
4	49,576
5	48,708
6	48,185
7	45,000
8	44,500
9	41,757
10	34,654
Average	49,566

STUDENT SERVICES OFFICERS:
DIRECTOR OF HOUSING

Rank	Salary
1	87,900
2	70,400
3	65,500
4	63,200
5	61,383
6	48,600
7	41,000
8	35,000
Average	59,123

STUDENT SERVICES OFFICERS:
DIR OF STUDENT HEALTH CENTER

Rank	Salary
1	98,472
2	98,100
3	68,500
4	67,767
5	62,800
6	50,004
7	38,844
8	29,822
Average	64,289

STUDENT SERVICES OFFICERS:
DIRECTOR OF CAREER PLANNING

Rank	Salary
1	69,300
2	56,175
3	54,000
4	45,000
5	43,635
6	43,500
7	42,500
8	41,500
9	40,755
Average	48,485

OPERATIONS OFFICERS:
DIR OF FACILITIES PLANNING

Rank	Salary
1	71,050
2	69,960
3	63,500
4	58,250
5	57,804
6	53,745
7	51,200
Average	60,787

OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

Rank	Salary
1	94,100
2	76,000
3	72,300
4	68,950
5	64,900
6	63,408
7	61,800
8	58,391
9	55,000
Average	68,317

TABLE II (Continued)
KANSAS CITY REGION

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY (CAMPUS POLICE)

Rank	Salary
1	56,256
2	55,674
3	55,000
4	52,800
5	51,600
6	44,900
7	43,000
8	41,750
9	37,210
10	35,200
Average	47,339

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR INSTITUTIONAL ADVANCEMENT

Rank	Salary
1	97,728
2	90,000
3	89,000
4	73,000
Average	87,432

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC RELATIONS/ INFORMATION

Rank	Salary
1	73,440
2	70,000
3	67,500
4	64,900
5	63,000
6	58,000
7	57,170
8	51,699
9	47,373
10	40,000
11	39,696
Average	57,525

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE RELATIONS

Rank	Salary
1	79,500
2	77,215
3	75,500
4	69,000
5	65,604
Average	73,364

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR DEVELOPMENT

Rank	Salary
1	92,000
2	78,100
3	73,000
Average	81,033

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

Rank	Salary
1	80,579
2	58,000
3	41,625
Average	60,068

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI SERVICES

Rank	Salary
1	69,807
2	60,320
3	60,000
4	56,214
5	55,000
6	53,460
7	50,000
8	46,660
Average	56,433

PUBLIC RELATIONS OFFICERS:
DIR OF COOPERATIVE EXTENSION

Rank	Salary
1	108,000
2	105,000
3	85,128
Average	99,376

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH AND GRADUATE DEAN

Rank	Salary
1	106,700
2	101,300
3	95,000
4	94,824
5	86,670
Average	96,899

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH

Rank	Salary
1	83,523
2	72,936
3	64,460
4	59,800
5	53,500
6	48,930
7	45,360
8	40,560
Average	58,634

DEANS:
AGRICULTURE

Rank	Salary
1	107,951
2	105,900
3	103,020
4	98,200
Average	103,768

TABLE II (Continued)
KANSAS CITY REGION

DEANS:
ARCHITECTURE

Rank	Salary
1	104,500
2	90,500
3	86,100
4	79,700
Average	90,200

DEANS:
ARTS AND SCIENCES

Rank	Salary
1	106,000
2	104,500
3	93,696
4	91,000
5	90,000
6	90,000
7	89,600
8	86,985
9	82,500
10	80,000
Average	91,428

DEANS:
BUSINESS/INDUSTRIAL MANAGEMENT

Rank	Salary
1	111,500
2	106,000
3	102,000
4	100,000
5	100,000
6	96,000
7	90,000
8	87,550
9	85,600
10	84,228
Average	96,288

DEANS:
CONTINUING EDUCATION

Rank	Salary
1	90,700
2	88,500
3	85,922
4	80,400
5	75,400
6	71,856
7	68,800
8	60,400
9	58,250
Average	75,581

DEANS:
EDUCATION

Rank	Salary
1	100,000
2	98,750
3	90,000
4	87,000
5	86,994
6	86,100
7	86,000
8	85,104
9	79,500
10	75,500
Average	87,495

DEANS:
ENGINEERING

Rank	Salary
1	117,500
2	115,000
3	115,000
4	98,500
5	97,000
6	95,328
7	[illegible]
Average	104,475

DEANS:
FINE ARTS

Rank	Salary
1	79,500
2	78,100
3	71,050
Average	76,217

DEANS:
GRADUATE

Rank	Salary
1	90,000
2	85,295
3	81,000
4	73,199
5	73,100
6	64,000
Average	77,766

DEANS:
HOME ECONOMICS

Rank	Salary
1	103,000
2	97,400
3	88 872
4	82,000
Average	92,818

DEANS:
JOURNALISM/COMMUNICATION

Rank	Salary
1	92,000
2	87,000
3	75,400
Average	84,800

DEANS:
LAW

Rank	Salary
1	125,650
2	113,000
3	102,500
4	87,500
Average	107,163

DEANS: HEALTH-RELATED PROFESSIONS
NURSING

Rank	Salary
1	84,000
2	82,403
3	66,500
Average	77,634

DEANS: HEALTH-RELATED PROFESSIONS
VETERINARY MEDICINE

Rank	Salary
1	111,400
2	95,952
3	93,000
Average	100,117

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FORTY-SIX UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-NEW YORK AND BOSTON REGIONS-

For the purposes of this survey, these regions have been combined into one. The New York and Boston Regions as defined by the Equal Employment Opportunity Commission includes the states of Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Rhode Island, and Vermont. The fifteen participating universities from these combined regions are as follows:

City University of New York
  Graduate School and University Center
New Jersey Institute of Technology
State University of New York - Algany
State University of New York - Binghamton
State University of New York - Buffalo
State University of New York -
  Environmental Science
State University of New York - Stony Brook
University of Connecticut
University of Lowell
University of Maine at Orono
University of Massachusetts
University of Massachusetts at Boston
University of New Hampshire
University of Rhode Island
University of Vermont

TABLE II (Continued)
NEW YORK AND BOSTON REGION

ADMINISTRATIVE OFFICERS:
PRESIDENT OF A SINGLE UNIT INSTITUTION

Rank	Salary
1	137,000
2	133,775
3	133,755
4	126,800
5	126,800
6	125,000
7	125,000
8	120,000
9	118,085
10	116,550
11	103,502
12	99,285
13	97,200
14	96,813
Average	118,540

ADMINISTRATIVE OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

Rank	Salary
1	111,165
2	105,000
3	94,600
4	(91,055)
5	86,653
6	63,278
Average	91,959

ADMINISTRATIVE OFFICERS:
ASSISTANT TO THE PRESIDENT

Rank	Salary
1	132,750
2	88,953
3	80,500
4	74,136
5	72,168
6	69,500
7	68,356
8	65,000
9	58,250
10	55,867
11	54,999
12	46,541
Average	72,252

ADMINISTRATIVE OFFICERS:
DIRECTOR OF COMPUTING SERVICES

Rank	Salary
1	105,000
2	96,350
3	95,787
4	86,000
5	76,184
6	75,760
7	73,900
8	71,268
9	65,033
10	53,000
11	48,894
Average	77,017

ADMINISTRATIVE OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION

Rank	Salary
1	84,761
2	79,732
3	76,250
4	69,091
5	(62,646)
6	59,249
7	50,367
8	49,350
9	44,304
10	43,100
11	39,600
12	37,670
13	37,451
Average	56,429

ADMINISTRATIVE OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

Rank	Salary
1	86,816
2	72,918
3	66,310
4	65,040
5	63,911
6	63,500
7	63,000
8	55,448
9	54,845
10	50,998
11	49,664
Average	62,950

ADMINISTRATIVE OFFICERS:
LEGAL COUNSEL

Rank	Salary
1	97,500
2	74,290
3	67,558
4	64,800
5	60,000
Average	72,830

ACADEMIC OFFICERS:
VICE PRESIDENT

Rank	Salary
1	113,192
2	99,125
3	98,046
4	95,890
5	94,778
6	93,266
7	(89,999)
Average	97,757

ACADEMIC OFFICERS:
PROVOST

Rank	Salary
1	134,000
2	132,750
3	116,600
4	111,500
5	109,000
6	106,000
7	97,875
8	(89,999)
Average	112,216

ACADEMIC OFFICERS.
DIRECTOR OF LIBRARIES

Rank	Salary
1	105,498
2	98,000
3	90,924
4	83,737
5	83,580

(Continued)

TABLE II (Continued)
NEW YORK AND BOSTON REGION

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES (Cont'd)

Rank	Salary
6	82,430
7	81,000
8	79,130
9	77,898
10	77,800
11	68,000
12	66,201
13	63,311
14	55,379
15	45,223
Average	77,207

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT

Rank	Salary
1	124,000
2	120,000
3	106,504
4	102,000
5	98,000
6	92,882
7	(91,055)
8	90,300
9	87,120
10	86,398
11	85,499
12	85,000
Average	97,397

BUSINESS/FISCAL OFFICERS:
CONTROLLER

Rank	Salary
1	97,000
2	88,249
3	85,100
4	81,396
5	73,824
6	70,274
7	(67,610)
8	66,348
9	62,910
10	61,200
11	59,014
12	55,000
Average	72,327

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

Rank	Salary
1	75,190
2	(67,610)
3	65,875
4	57,300
5	51,569
6	50,843
7	48,083
8	44,244
9	43,088
10	39,980
11	38,212
Average	52,909

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

Rank	Salary
1	84,949
2	77,689
3	56,671
4	41,900
5	40,000
Average	60,242

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

Rank	Salary
1	71,650
2	60,346
3	59,459
4	59,080
5	59,000
6	56,116
7	55,411
8	55,000
9	52,128
10	44,759
11	42,318
12	38,155
13	37,510
Average	53,149

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

Rank	Salary
1	73,966
2	66,000
3	63,000
4	55,148
5	49,500
6	29,208
Average	56,137

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

Rank	Salary
1	90,400
2	84,421
3	81,886
4	76,388
5	73,300
6	69,461
7	67,611
8	61,000
9	59,717
10	57,177
11	55,740
12	51,999
13	44,100
Average	67,169

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

Rank	Salary
1	64,300
2	57,367
3	52,750
4	49,166
5	46,803
6	45,323
7	44,325
8	42,049
9	23,878
Average	47,329

TABLE II (Continued)
NEW YORK AND BOSTON REGION

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

Rank	Salary
1	78,895
2	77,050
3	71,741
4	71,356
5	70,400
6	69,550
7	69,550
8	69,325
9	67,683
10	(62,646)
11	62,291
12	60,200
13	60,000
14	56,084
15	53,529
Average	66,687

STUDENT SERVICES OFFICERS:
VICE PRESIDENT

Rank	Salary
1	105,000
2	100,409
3	100,000
4	97,801
5	94,049
6	90,000
7	88,500
8	85,896
9	84,949
10	82,000
11	79,785
12	(72,950)
Average	90,112

STUDENT SERVICES OFFICERS:
DEAN OF STUDENT SERVICES

Rank	Salary
1	87,238
2	(72,950)
3	66,000
4	64,000
5	63,500
6	62,776
7	49,103
Average	66,510

STUDENT SERVICES OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

Rank	Salary
1	89,250
2	70,222
3	62,772
4	55,179
5	47,383
6	43,870
7	32,633
8	24,578
Average	53,236

STUDENT SERVICES OFFICERS·
DIRECTOR OF ADMISSIONS

Rank	Salary
1	74,829
2	70,790
3	69,500
4	69,100
5	68,709
6	68,374
7	60,974
8	56,409
9	55,238
10	55,125
11	55,000
12	54,413
13	52,750
14	45,787
Average	61,214

STUDENT SERVICES OFFICERS:
REGISTRAR

Rank	Salary
1	67,872
2	67,810
3	66,585
4	66,331
5	63,130
6	61,898
7	61,876
8	60,596
9	58,500
10	55,658
11	55,000
12	54,350
13	54,299
14	54,008
15	44,768
Average	59,512

STUDENT SERVICES OFFICERS:
DIRECTOR OF FINANCIAL AID

Rank	Salary
1	67,602
2	66,010
3	57,596
4	53,809
5	52,911
6	52,840
7	52,637
8	51,763
9	50,571
10	50,488
11	49,859
12	48,880
13	46,390
14	46,209
Average	53,398

STUDENT SERVICES OFFICERS:
DIRECTOR OF HOUSING

Rank	Salary
1	87,365
2	71,315
3	64,454
4	62,088
5	61,394
6	57,631
7	(57,000)
8	53,991
9	46,259
10	43,870
11	41,515
12	40,000
Average	57,240

TABLE II (Continued)
NEW YORK AND BOSTON REGION

STUDENT SERVICES OFFICERS:
DIR OF STUDENT HEALTH CENTER

Rank	Salary
1	117,869
2	103,880
3	103,869
4	91,500
5	82,170
6	77,000
7	71,869
8	70,847
9	67,863
10	63,902
11	58,468
12	39,537
Average	79,065

STUDENT SERVICES OFFICERS:
DIRECTOR OF CAREER PLANNING

Rank	Salary
1	68,210
2	63,392
3	60,969
4	59,152
5	49,693
6	48,660
7	48,434
8	48,313
9	48,156
10	46,395
11	45,161
12	44,652
13	42,001
Average	51,784

OPERATIONS OFFICERS:
DIR OF FACILITIES PLANNING

Rank	Salary
1	101,000
2	80,500
3	(72,140)
4	64,735
5	63,615
6	61,732
7	55,072
Average	71,256

OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

Rank	Salary
1	93,135
2	87,600
3	81,100
4	75,000
5	74,178
6	71,910
7	65,426
8	64,454
9	62,190
10	57,400
11	56,220
12	55,918
13	54,524
Average	69,158

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY (CAMPUS POLICE)

Rank	Salary
1	75,787
2	75,115
3	75,000
4	73,286
5	69,875
6	65,623
7	61,368
8	58,433
9	54,000
10	52,000
11	51,225
12	50,999
13	49,150
14	46,690
15	42,863
Average	60,094

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR INSTITUTIONAL ADVANCEMENT

Rank	Salary
1	114,000
2	110,000
3	101,734
4	93,769
5	87,687
6	82,539
7	81,916
8	77,899
9	75,000
10	73,300
Average	89,784

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC RELATIONS/ INFORMATION

Rank	Salary
1	83,070
2	78,078
3	70,000
4	65,469
5	64,130
6	63,747
7	59,931
8	58,670
9	58,135
10	52,237
11	47,475
Average	63,722

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE RELATIONS

Rank	Salary
1	77,000
2	65,000
3	51,182
4	47,783
Average	60,241

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR DEVELOPMENT

Rank	Salary
1	89,970
2	85,050
3	81,036
Average	85,352

TABLE II (Continued)
NEW YORK AND BOSTON REGION

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

Rank	Salary
1	86,024
2	72,034
3	69,999
4	63,900
5	63,254
6	61,798
7	60,578
8	60,000
9	52,750
Average	65,593

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI SERVICES

Rank	Salary
1	74,441
2	54,706
3	50,556
4	48,872
5	47,300
6	46,721
7	46,362
8	46,200
9	45,675
10	42,372
11	30,594
Average	48,527

PUBLIC RELATIONS OFFICERS:
DIR OF COOPERATIVE EXTENSION

Rank	Salary
1	93,755
2	(83,078)
3	80,250
4	78,730
Average	83,953

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH

Rank	Salary
1	110,000
2	90,400
3	85,000
4	75,240
Average	90,160

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
AND GRADUATE DEAN

Rank	Salary
1	109,293
2	103,741
3	85,661
Average	99,565

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH

Rank	Salary
1	84,513
2	71,930
3	69,058
4	68,479
5	62,700
6	58,000
7	52,237
8	51,224
Average	64,768

DEANS:
AGRICULTURE

Rank	Salary
1	117,095
2	101,500
3	95,000
4	86,560
5	80,000
Average	96,031

DEANS:
ARTS AND LETTERS

Rank	Salary
1	77,000
2	74,000
3	52,500
Average	67,833

DEANS:
ARTS AND SCIENCES

Rank	Salary
1	122,700
2	104,000
3	91,183
4	90,132
Average	102,004

DEANS:
BUSINESS/INDUSTRIAL
MANAGEMENT

Rank	Salary
1	120,441
2	108,999
3	105,500
4	100,200
5	95,000
6	95,000
7	92,214
8	91,000
9	91,000
10	85,165
11	76,000
12	52,500
Average	92,752

DEANS:
CONTINUING EDUCATION

Rank	Salary
1	90,000
2	88,589
3	80,497
4	79,000
5	78,070
6	76,000
7	74,038
8	69,000
9	66,287
10	66,180
11	60,023
12	59,000
Average	73,890

TABLE II (Continued)
NEW YORK AND BOSTON REGION

DEANS:
EDUCATION

Rank	Salary
1	108,000
2	106,000
3	100,834
4	90,306
5	90,000
6	89,000
7	80,000
8	78,350
9	74,999
Average	90,832

DEANS:
ENGINEERING

Rank	Salary
1	134,884
2	127,500
3	123,200
4	112,993
5	105,074
6	101,000
7	99,753
8	96,290
9	95,190
10	89,907
11	86,179
Average	106,543

DEANS:
GRADUATE

Rank	Salary
1	110,070
2	101,578
3	91,132
4	89,654
5	82,860
6	81,600
7	76,170
8	76,000
9	75,700
10	71,060
11	65,520
Average	83,759

DEANS:
SCIENCE

Rank	Salary
1	110,997
2	(106,000)
3	100,834
4	82,159
5	81,400
Average	96,278

DEANS:
SOCIAL/BEHAVIORAL SCIENCES

Rank	Salary
1	115,000
2	100,834
3	98,984
4	78,250
Average	98,267

DEANS:
SOCIAL WORK

Rank	Salary
1	106,000
2	102,000
3	87,266
4	76,000
Average	92,817

DEANS:
UNIVERSITY COLLEGE/
GENERAL COLLEGE

Rank	Salary
1	77,109
2	73,500
3	72,950
Average	74,520

DEANS: HEALTH-RELATED PROFESSIONS
DENTISTRY

Rank	Salary
1	137,500
2	132,500
3	116,142
Average	128,714

DEANS: HEALTH-RELATED PROFESSIONS
HEALTH SCIENCE/HEALTH PROFESSIONS/ALLIED HEALTH

Rank	Salary
1	105,000
2	97,444
3	95,000
4	89,500
5	88,200
6	(81,170)
7	80,695
Average	91,001

DEANS: HEALTH-RELATED PROFESSIONS
MEDICINE

Rank	Salary
1	267,914
2	182,000
3	173,000
4	106,500
Average	182,354

DEANS: HEALTH-RELATED PROFESSIONS
NURSING

Rank	Salary
1	94,840
2	90,000
3	89,500
4	87,300
5	83,130
6	82,499
7	78,549
8	52,500
Average	82,290

DEANS: HEALTH-RELATED PROFESSIONS
PHARMACY

Rank	Salary
1	116,000
2	105,000
3	89,421
Average	103,474

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FORTY-SIX UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-PHILADELPHIA REGION-

The Philadelphia Region as defined by the Equal Employment Opportunity Commission includes the states of Delaware, Maryland, Pennsylvania, Virginia, and West Virginia as well as the District of Columbia. For purposes of this survey, the District of Columbia is not included. The ten participating universities from this region are as follows:

College of William and Mary
Indiana University of Pennsylvania
Marshall University
Morgan State University
Old Dominion University
University of Delaware
University of Maryland at Baltimore
University of Maryland at College Park
University of Virginia
Virginia Commonwealth University
Virginia Polytechnic Institute
  and State University
West Virginia University

TABLE II (Continued)
PHILADELPHIA REGION

ADMINISTRATIVE OFFICERS: PRESIDENT OF A SINGLE UNIT INSTITUTION

Rank	Salary
1	155,000
2	147,679
3	147,679
4	144,783
5	143,377
6	132,175
7	129,253
8	104,572
9	84,800
10	83,955
Average	127,327

ADMINISTRATIVE OFFICERS: ADMINISTRATIVE VICE PRESIDENT

Rank	Salary
1	123,585
2	118,431
3	115,667
4	107,500
5	73,020
6	65,586
Average	100,632

ADMINISTRATIVE OFFICERS: ASSISTANT TO THE PRESIDENT

Rank	Salary
1	95,160
2	94,768
3	62,720
4	54,295
5	53,922
6	50,400
7	48,939
8	48,216
9	43,137
Average	61,284

ADMINISTRATIVE OFFICERS: VICE PRESIDENT FOR HEALTH

Rank	Salary
1	255,414
2	127,637
3	88,888
Average	157,313

ADMINISTRATIVE OFFICERS: VICE PRESIDENT FOR INFORMATION MANAGEMENT

Rank	Salary
1	98,300
2	78,922
3	77,676
Average	84,966

ADMINISTRATIVE OFFICERS: DIRECTOR OF COMPUTING SERVICES

Rank	Salary
1	100,000
2	92,875
3	90,944
4	76,800
5	72,020
6	65,755
7	63,528
8	55,655
9	54,125
Average	74,634

ADMINISTRATIVE OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION

Rank	Salary
1	77,451
2	69,814
3	55,392
4	54,461
5	52,234
6	51,755
7	(49,477)
8	48,741
Average	57,416

ADMINISTRATIVE OFFICERS: DIRECTOR OF INSTITUTIONAL RESEARCH

Rank	Salary
1	72,660
2	67,000
3	63,000
4	60,637
5	54,608
6	53,369
7	50,568
8	46,596
9	37,252
Average	56,188

ADMINISTRATIVE OFFICERS: LEGAL COUNSEL

Rank	Salary
1	95,098
2	86,884
3	79,520
4	78,196
5	76,507
6	61,580
Average	79,631

ACADEMIC OFFICERS: VICE PRESIDENT

Rank	Salary
1	129,150
2	115,667
3	111,000
4	96,168
5	77,695
Average	105,936

ACADEMIC OFFICERS: PROVOST

Rank	Salary
1	141,176
2	130,250
3	121,520
4	90,456
5	67,734
Average	110,227

TABLE II (Continued)
PHILADELPHIA REGION

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

Rank	Salary
1	92,941
2	89,190
3	83,000
4	79,772
5	76,800
6	75,776
7	74,510
8	54,293
9	49,599
Average	75,098

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT

Rank	Salary
1	122,549
2	103,000
3	98,490
4	94,600
5	80,615
6	71,919
7	65,544
Average	90,960

BUSINESS/FISCAL OFFICERS:
CONTROLLER

Rank	Salary
1	81,240
2	72,059
3	66,712
4	65,100
5	56,168
6	55,860
7	53,133
8	51,318
9	44,295
Average	60,654

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

Rank	Salary
1	86,274
2	65,196
3	63,314
4	52,899
5	44,053
6	41,121
7	39,510
8	35,340
Average	53,463

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

Rank	Salary
1	75,757
2	64,328
3	61,765
4	56,952
5	53,721
6	48,410
7	39,071
8	35,738
9	33,895
10	30,846
Average	50,048

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

Rank	Salary
1	77,451
2	72,960
3	63,515
4	62,915
5	48,663
6	44,064
7	34,409
8	27,694
Average	53,959

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

Rank	Salary
1	91,156
2	77,600
3	67,816
4	62,990
5	61,961
6	53,200
7	49,376
8	44,952
9	38,180
10	36,000
Average	58,323

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

Rank	Salary
1	55,677
2	50,495
3	46,060
4	44,952
5	37,615
6	31,661
7	31,476
Average	42,562

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

Rank	Salary
1	78,431
2	78,235
3	77,688
4	70,520
5	57,675
6	56,175
7	56,046
8	50,960
9	(49,477)
Average	63,912

STUDENT SERVICES OFFICERS:
VICE PRESIDENT

Rank	Salary
1	104,020
2	98,725
3	94,000
4	90,000
5	88,500
6	84,238
7	82,320
8	72,829
9	65,550
Average	86,687

TABLE II (Continued)
PHILADELPHIA REGION

STUDENT SERVICES OFFICERS: DEAN OF STUDENT SERVICES

Rank	Salary
1	71,569
2	67,600
3	66,473
4	65,042
5	54,160
6	50,666
7	47,436
8	40,697
Average	57,955

STUDENT SERVICES OFFICERS: DEAN OF INTERNATIONAL STUDENTS

Rank	Salary
1	95,500
2	90,196
3	55,780
4	53,079
5	39,200
6	36,829
7	23,276
Average	56,266

STUDENT SERVICES OFFICERS: DIRECTOR OF ADMISSIONS

Rank	Salary
1	72,000
2	68,172
3	68,137
4	67,100
5	66,150
6	59,051
7	57,320
8	55,415
9	49,621
10	43,529
Average	60,650

STUDENT SERVICES OFFICERS: REGISTRAR

Rank	Salary
1	70,000
2	69,215
3	68,824
4	60,969
5	54,000
6	51,940
7	51,667
8	49,497
9	49,440
Average	58,395

STUDENT SERVICES OFFICERS: DIRECTOR OF FINANCIAL AID

Rank	Salary
1	74,000
2	66,471
3	61,840
4	60,980
5	57,984
6	54,292
7	54,232
8	54,036
9	50,150
10	44,694
Average	57,868

STUDENT SERVICES OFFICERS: DIRECTOR OF HOUSING

Rank	Salary
1	64,500
2	60,950
3	59,760
4	53,922
5	53,018
6	52,104
7	45,768
8	42,015
9	41,200
10	26,580
Average	49,982

STUDENT SERVICES OFFICERS: DIR OF STUDENT HEALTH CENTER

Rank	Salary
1	113,235
2	106,424
3	78,294
4	77,735
5	76,830
6	49,851
7	43,269
8	31,968
Average	72,201

STUDENT SERVICES OFFICERS: DIRECTOR OF CAREER PLANNING

Rank	Salary
1	70,588
2	63,920
3	55,924
4	55,550
5	51,450
6	48,084
7	46,740
8	46,365
9	39,761
10	36,201
Average	51,458

OPERATIONS OFFICERS: VICE PRESIDENT FOR FACILITIES

Rank	Salary
1	114,822
2	91,376
3	78,431
Average	94,876

OPERATIONS OFFICERS: DIR OF FACILITIES PLANNING

Rank	Salary
1	85,200
2	82,400
3	71,638
4	57,549
5	54,295
6	51,225
7	42,600
Average	63,558

TABLE II (Continued)
PHILADELPHIA REGION

OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

Rank	Salary
1	84,268
2	75,588
3	74,900
4	74,500
5	61,530
6	51,852
7	47,171
8	44,772
9	36,863
Average	61,272

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY (CAMPUS POLICE)

Rank	Salary
1	67,126
2	67,100
3	62,160
4	53,529
5	48,350
6	44,388
7	41,206
8	41,121
9	34,589
Average	51,063

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR INSTITUTIONAL ADVANCEMENT

Rank	Salary
1	117,600
2	101,000
3	93,627
4	83,880
5	66,600
6	65,520
Average	88,038

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC RELATIONS/ INFORMATION

Rank	Salary
1	68,110
2	64,100
3	60,105
4	55,392
5	50,024
6	45,000
Average	57,122

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE RELATIONS

Rank	Salary
1	81,324
2	65,000
3	54,600
4	39,948
Average	60,218

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR DEVELOPMENT

Rank	Salary
1	114,100
2	100,980
3	89,180
Average	101,420

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

Rank	Salary
1	79,990
2	72,284
3	67,920
4	63,142
5	26,712
Average	62,010

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI SERVICES

Rank	Salary
1	70,000
2	52,367
3	48,634
4	47,964
5	44,180
6	38,240
7	36,750
8	33,810
Average	46,493

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH

Rank	Salary
1	92,200
2	84,670
3	78,890
4	76,000
5	54,481
6	53,369
7	53,256
8	49,141
Average	67,751

DEANS:
AGRICULTURE

Rank	Salary
1	116,000
2	108,400
3	89,700
4	84,114
Average	99,554

DEANS:
ARCHITECTURE

Rank	Salary
1	(110,040)
2	91,471
3	91,000
Average	97,504

DEANS:
ARTS AND SCIENCES

Rank	Salary
1	104,000
2	103,660
3	92,549
4	92,120
5	91,667
6	84,516
Average	94,752

TABLE II (Continued)
PHILADELPHIA REGION

DEANS:
BUSINESS/INDUSTRIAL MANAGEMENT

Rank	Salary
1	122,549
2	118,922
3	118,580
4	116,500
5	109,760
6	107,000
7	93,276
8	70,852
9	66,990
10	58,923
Average	98,345

DEANS:
CONTINUING EDUCATION

Rank	Salary
1	92,549
2	78,312
3	77,500
4	75,880
5	64,281
6	57,236
Average	74,293

DEANS:
EDUCATION

Rank	Salary
1	116,863
2	105,000
3	100,000
4	90,650
5	87,220
6	83,723
7	75,000
8	65,100
9	57,216
Average	86,752

DEANS:
ENGINEERING

Rank	Salary
1	130,500
2	127,745
3	125,000
4	110,000
5	103,161
6	98,844
Average	115,875

DEANS:
FINE ARTS

Rank	Salary
1	90,686
2	71,728
3	70,872
4	58,850
Average	73,034

DEANS:
GRADUATE

Rank	Salary
1	116,000
2	75,980
3	75,558
4	68,330
5	59,426
Average	79,059

DEANS:
HEALTH/PHYSICAL EDUC/RECREATION

Rank	Salary
1	99,400
2	69,500
3	68,508
4	67,383
Average	76,198

DEANS:
HOME ECONOMICS

Rank	Salary
1	100,600
2	98,000
3	79,100
Average	92,567

DEANS:
LAW

Rank	Salary
1	136,176
2	121,520
3	105,972
Average	121,223

DEANS:
SCIENCE

Rank	Salary
1	118,000
2	92,668
3	59,442
Average	90,037

DEANS: HEALTH-RELATED PROFESSIONS
MEDICINE

Rank	Salary
1	203,922
2	163,125
3	78,132
Average	148,393

DEANS: HEALTH-RELATED PROFESSIONS
NURSING

Rank	Salary
1	103,137
2	84,367
3	81,790
4	68,244
5	57,200
Average	78,948

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FORTY-SIX UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-SAN FRANCISCO REGION-

The San Francisco Region as defined by the Equal Employment Opportunity Commission includes the states of Arizona, California, Hawaii, and Nevada as well as Guam and Samoa. For purposes of this survey, Guam and Samoa are not included. The ten participating universities from this region are as follows:

California State University - Los Angeles
Northern Arizona University
San Diego State University
University of Arizona
University of California, Davis
University of California, Santa Barbara
University of California, Santa Cruz
University of Hawaii
University of Nevada, Las Vegas
University of Nevada, Reno

TABLE II (Continued)
SAN FRANCISCO REGION

ADMINISTRATIVE OFFICERS: PRESIDENT OF A SINGLE UNIT INSTITUTION

Rank	Salary
1	155,000
2	144,200
3	141,400
4	140,800
5	138,900
6	132,258
7	118,116
8	116,472
9	109,857
10	95,000
Average	129,200

ADMINISTRATIVE OFFICERS: ADMINISTRATIVE VICE PRESIDENT

Rank	Salary
1	122,000
2	109,500
3	92,727
Average	108,076

ADMINISTRATIVE OFFICERS: ASSISTANT TO THE PRESIDENT

Rank	Salary
1	93,700
2	67,000
3	55,850
Average	72,183

ADMINISTRATIVE OFFICERS: DIRECTOR OF COMPUTING SERVICES

Rank	Salary
1	104,500
2	97,300
3	85,740
4	84,300
5	80,000
6	71,050
7	64,608
Average	83,928

ADMINISTRATIVE OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION

Rank	Salary
1	71,910
2	71,486
3	68,800
4	62,976
5	57,000
6	55,413
7	52,598
8	51,982
9	51,000
10	46,662
Average	58,983

ADMINISTRATIVE OFFICERS: DIRECTOR OF INSTITUTIONAL RESEARCH

Rank	Salary
1	80,443
2	64,224
3	62,000
4	49,450
5	48,000
6	41,484
Average	57,600

ACADEMIC OFFICERS: VICE PRESIDENT

Rank	Salary
1	129,200
2	124,000
3	120,175
4	112,401
5	112,068
6	110,000
7	(107,640)
8	106,000
9	90,933
10	86,762
Average	109,918

ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES

Rank	Salary
1	113,300
2	97,200
3	92,800
4	84,996
5	82,676
6	82,488
7	79,068
8	74,938
9	62,365
10	61,598
Average	83,143

BUSINESS/FISCAL OFFICERS: VICE PRESIDENT

Rank	Salary
1	115,500
2	110,000
3	(107,724)
4	102,000
5	100,883
6	(100,416)
7	99,500
8	98,669
9	83,600
Average	102,032

BUSINESS/FISCAL OFFICERS: CONTROLLER

Rank	Salary
1	80,442
2	78,472
3	77,921
4	69,146
5	68,748
6	63,500
7	63,484
Average	71,673

TABLE II (Continued)
SAN FRANCISCO REGION

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

Rank	Salary
1	84,372
2	81,500
3	79,523
4	79,100
Average	81,124

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

Rank	Salary
1	69,440
2	65,715
3	62,488
4	62,000
5	60,182
6	58,800
7	57,312
8	51,611
9	51,594
Average	59,905

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

Rank	Salary
1	79,323
2	72,276
3	71,500
4	68,727
5	52,452
Average	68,856

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

Rank	Salary
1	84,432
2	79,750
3	78,375
4	76,287
5	72,804
6	71,688
7	68,244
8	58,637
9	49,638
10	47,436
Average	68,729

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

Rank	Salary
1	62,016
2	52,723
3	47,107
4	43,368
5	33,705
Average	47,784

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

Rank	Salary
1	113,100
2	89,800
3	83,616
4	81,500
5	75,570
6	68,316
7	65,835
8	62,527
9	54,510
10	53,295
Average	74,807

STUDENT SERVICES OFFICERS:
VICE PRESIDENT

Rank	Salary
1	128,600
2	99,348
3	98,182
4	98,000
5	96,200
6	95,028
7	94,168
8	90,000
9	87,585
10	84,646
Average	97,176

STUDENT SERVICES OFFICERS:
DEAN OF STUDENT SERVICES

Rank	Salary
1	99,500
2	82,980
3	79,236
4	70,000
5	69,761
Average	80,295

STUDENT SERVICES OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

Rank	Salary
1	63,780
2	55,312
3	53,766
4	52,380
5	47,703
6	38,000
Average	51,824

STUDENT SERVICES OFFICERS:
DIRECTOR OF ADMISSIONS

Rank	Salary
1	77,544
2	74,569
3	74,197
4	71,379
5	68,768
6	65,313
7	61,620
8	47,033
9	43,369
Average	64,866

STUDENT SERVICES OFFICERS:
REGISTRAR

Rank	Salary
1	79,242
2	71,344
3	69,996
4	67,365
5	56,568
6	55,524
7	53,331
8	53,216
9	41,148
Average	60,859

TABLE II (Continued)
SAN FRANCISCO REGION

STUDENT SERVICES OFFICERS: DIRECTOR OF FINANCIAL AID

Rank	Salary
1	72,717
2	71,560
3	67,209
4	64,236
5	61,632
6	59,364
7	54,356
8	49,353
9	47,139
10	46,315
Average	59,398

STUDENT SERVICES OFFICERS: DIRECTOR OF HOUSING

Rank	Salary
1	79,599
2	76,920
3	68,080
4	65,176
5	60,444
6	53,368
7	52,740
8	51,106
9	50,160
10	43,385
Average	60,098

STUDENT SERVICES OFFICERS: DIR OF STUDENT HEALTH CENTER

Rank	Salary
1	107,071
2	107,070
3	101,292
4	92,472
5	87,228
6	80,238
7	71,526
8	71,484
9	42,365
Average	84,527

STUDENT SERVICES OFFICERS: DIRECTOR OF CAREER PLANNING

Rank	Salary
1	72,964
2	67,488
3	59,196
4	57,000
5	55,400
6	44,902
7	38,733
8	33,500
Average	53,648

OPERATIONS OFFICERS: VICE PRESIDENT FOR FACILITIES

Rank	Salary
1	108,500
2	(107,724)
3	(100,416)
Average	105,547

OPERATIONS OFFICERS: DIR OF FACILITIES PLANNING

Rank	Salary
1	83,479
2	80,129
3	76,500
4	72,150
5	71,784
6	70,000
7	68,196
8	63,360
9	54,863
Average	71,162

OPERATIONS OFFICERS: DIRECTOR OF PHYSICAL PLANT

Rank	Salary
1	91,600
2	84,061
3	81,500
4	79,943
5	74,000
6	68,630
7	64,380
8	59,729
9	50,400
Average	72,694

OPERATIONS OFFICERS: DIRECTOR OF PUBLIC SAFETY (CAMPUS POLICE)

Rank	Salary
1	102,303
2	72,500
3	70,453
4	65,844
5	65,460
6	58,130
7	54,456
8	52,589
9	48,434
10	44,904
Average	63,507

PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR INSTITUTIONAL ADVANCEMENT

Rank	Salary
1	119,600
2	115,000
3	98,188
4	94,818
Average	106,902

PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR PUBLIC RELATIONS/INFORMATION

Rank	Salary
1	88,500
2	85,820
3	70,000
Average	81,440

PUBLIC RELATIONS OFFICERS: DIRECTOR OF PUBLIC RELATIONS/INFORMATION

Rank	Salary
1	79,600
2	63,779
3	60,902
4	58,005
5	57,750
Average	64,007

TABLE II (Continued)
SAN FRANCISCO REGION

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE RELATIONS

Rank	Salary
1	88,500
2	73,007
3	69,971
4	62,700
5	49,626
6	49,000
Average	65,467

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR DEVELOPMENT

Rank	Salary
1	95,300
2	94,369
3	85,000
Average	91,556

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

Rank	Salary
1	93,745
2	72,336
3	68,412
4	67,925
5	65,000
6	55,000
7	49,000
Average	67,345

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI SERVICES

Rank	Salary
1	75,000
2	71,647
3	68,793
4	67,838
5	59,836
6	59,606
7	56,682
8	45,023
Average	63,053

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH

Rank	Salary
1	125,000
2	105,432
3	100,812
4	91,000
Average	105,561

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH AND GRADUATE DEAN

Rank	Salary
1	118,000
2	88,721
3	87,768
Average	98,163

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH

Rank	Salary
1	76,128
2	74,000
3	67,925
4	66,708
5	63,481
6	53,424
Average	66,944

DEANS:
AGRICULTURE

Rank	Salary
1	137,000
2	104,750
3	93,920
4	91,008
Average	106,670

DEANS:
ARTS AND LETTERS

Rank	Salary
1	(120,000)
2	88,908
3	87,012
4	82,500
Average	94,605

DEANS:
ARTS AND SCIENCES

Rank	Salary
1	(120,000)
2	108,800
3	87,740
4	77,050
Average	98,398

DEANS:
BUSINESS/INDUSTRIAL MANAGEMENT

Rank	Salary
1	127,400
2	102,949
3	92,794
4	91,992
5	91,548
6	90,000
7	87,794
8	80,159
Average	95,580

DEANS:
CONTINUING EDUCATION

Rank	Salary
1	89,844
2	83,935
3	83,904
4	79,824
5	78,110
6	68,832
7	61,656
Average	78,015

TABLE II (Continued)
SAN FRANCISCO REGION

DEANS:
EDUCATION

Rank	Salary
1	111,900
2	102,420
3	91,206
4	89,508
5	86,000
6	84,300
7	84,196
8	70,970
Average	90,063

DEANS:
ENGINEERING

Rank	Salary
1	132,900
2	119,562
3	117,000
4	101,920
5	94,524
6	92,868
7	88,124
8	83,496
9	79,816
Average	101,134

DEANS:
FINE ARTS

Rank	Salary
1	89,736
2	76,700
3	75,240
4	74,065
Average	78,935

DEANS:
GRADUATE

Rank	Salary
1	102,200
2	94,464
3	90,753
4	87,740
5	85,400
6	84,150
7	79,612
Average	89,188

DEANS:
HUMANITIES

Rank	Salary
1	95,226
2	88,884
3	74,900
Average	86,337

DEANS:
LAW

Rank	Salary
1	120,175
2	120,000
3	101,784
Average	113,986

DEANS:
SCIENCE

Rank	Salary
1	102,120
2	100,516
3	89,736
4	75,200
Average	91,893

DEANS:
SOCIAL/BEHAVIORAL SCIENCES

Rank	Salary
1	99,400
2	95,226
3	92,652
4	75,779
Average	90,764

DEANS: HEALTH-RELATED PROFESSIONS
MEDICINE

Rank	Salary
1	212,300
2	211,613
3	145,128
4	136,691
Average	176,433

DEANS: HEALTH-RELATED PROFESSIONS
NURSING

Rank	Salary
1	85,704
2	80,250
3	77,500
4	69,552
Average	78,252

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FORTY-SIX UNIVERSITIES IN FORTY-NINE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-SEATTLE REGION-

The Seattle Region as defined by the Equal Employment Opportunity Commission includes the states of Alaska, Idaho, Oregon, and Washington. The six participating universities from this region are as follows:

Idaho State University
Oregon State University
Portland State University
University of Idaho
University of Oregon
Washington State University

TABLE II (Continued)
SEATTLE REGION

ADMINISTRATIVE OFFICERS: PRESIDENT OF A SINGLE UNIT INSTITUTION

Rank	Salary
1	108,000
2	105,000
3	105,000
4	105,000
5	104,499
6	97,697
Average	104,199

ADMINISTRATIVE OFFICERS: ASSISTANT TO THE PRESIDENT

Rank	Salary
1	57,087
2	56,010
3	40,008
Average	51,035

ADMINISTRATIVE OFFICERS: DIRECTOR OF COMPUTING SERVICES

Rank	Salary
1	76,875
2	71,340
3	70,470
4	68,000
5	59,196
6	59,010
Average	67,482

ADMINISTRATIVE OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION

Rank	Salary
1	62,500
2	50,000
3	47,388
4	45,739
5	44,700
6	38,501
Average	48,138

ADMINISTRATIVE OFFICERS: DIRECTOR OF INSTITUTIONAL RESEARCH

Rank	Salary
1	57,242
2	48,924
3	48,276
4	44,138
5	42,000
Average	48,116

ADMINISTRATIVE OFFICERS: LEGAL COUNSEL

Rank	Salary
1	82,885
2	63,000
3	58,802
Average	68,229

ACADEMIC OFFICERS: VICE PRESIDENT

Rank	Salary
1	98,592
2	89,211
3	85,932
4	81,016
Average	88,688

ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES

Rank	Salary
1	78,354
2	75,468
3	74,000
4	68,304
5	62,327
6	54,304
Average	68,793

BUSINESS/FISCAL OFFICERS: VICE PRESIDENT

Rank	Salary
1	93,074
2	86,328
3	(84,396)
4	82,008
5	81,556
6	80,517
Average	84,647

BUSINESS/FISCAL OFFICERS: CONTROLLER

Rank	Salary
1	63,024
2	60,000
3	53,019
4	50,000
Average	56,511

BUSINESS/FISCAL OFFICERS: BUSINESS MANAGER

Rank	Salary
1	66,180
2	55,608
3	55,016
4	52,021
Average	57,206

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PURCHASING

Rank	Salary
1	40,872
2	40,380
3	40,102
4	38,667
5	25,824
Average	37,169

TABLE II (Continued)
SEATTLE REGION

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

Rank	Salary
1	50,752
2	44,544
3	43,200
4	40,454
5	40,019
Average	43,794

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

Rank	Salary
1	71,112
2	63,984
3	63,877
4	61,500
5	55,000
6	51,501
Average	61,162

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

Rank	Salary
1	45,700
2	36,920
3	35,220
4	34,872
5	33,192
Average	37,181

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

Rank	Salary
1	61,085
2	57,000
3	50,000
4	49,608
5	44,136
6	37,710
Average	49,924

STUDENT SERVICES OFFICERS:
VICE PRESIDENT

Rank	Salary
1	82,000
2	78,000
3	71,677
4	69,612
Average	75,322

STUDENT SERVICES OFFICERS:
DEAN OF STUDENT SERVICES

Rank	Salary
1	72,545
2	66,019
3	57,804
4	50,294
Average	61,666

STUDENT SERVICES OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

Rank	Salary
1	68,256
2	49,000
3	41,634
Average	52,963

STUDENT SERVICES OFFICERS:
DIRECTOR OF ADMISSIONS

Rank	Salary
1	62,330
2	50,592
3	48,984
4	45,000
5	37,835
Average	48,948

STUDENT SERVICES OFFICERS:
REGISTRAR

Rank	Salary
1	60,600
2	59,405
3	55,008
4	53,196
5	46,997
6	38,364
Average	52,262

STUDENT SERVICES OFFICERS:
DIRECTOR OF FINANCIAL AID

Rank	Salary
1	55,959
2	49,150
3	47,916
4	45,456
5	44,304
6	42,536
Average	47,554

STUDENT SERVICES OFFICERS:
DIRECTOR OF HOUSING

Rank	Salary
1	56,556
2	52,860
3	46,000
4	37,898
Average	48,329

STUDENT SERVICES OFFICERS:
DIR OF STUDENT HEALTH CENTER

Rank	Salary
1	75,733
2	72,028
3	71,424
4	70,741
5	69,098
6	50,364
Average	68,231

STUDENT SERVICES OFFICERS:
DIRECTOR OF CAREER PLANNING

Rank	Salary
1	58,272
2	50,424
3	48,001
4	46,152
5	42,162
6	33,987
Average	46,500

TABLE II (Continued)
SEATTLE REGION

OPERATIONS OFFICERS:
DIR OF FACILITIES PLANNING

Rank	Salary
1	52,135
2	50,398
3	43,476
Average	48,670

OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

Rank	Salary
1	62,376
2	61,734
3	58,668
4	58,140
5	54,579
6	50,232
Average	57,622

OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY (CAMPUS POLICE)

Rank	Salary
1	51,453
2	46,355
3	42,504
4	38,808
5	37,586
Average	43,341

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR INSTITUTIONAL ADVANCEMENT

Rank	Salary
1	91,746
2	89,652
3	86,328
4	81,300
5	80,018
Average	85,809

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC RELATIONS/INFORMATION

Rank	Salary
1	56,000
2	47,944
3	43,805
Average	49,250

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

Rank	Salary
1	78,920
2	61,110
3	61,048
4	55,908
Average	64,247

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI SERVICES

Rank	Salary
1	64,992
2	55,416
3	55,411
4	51,870
5	38,688
6	37,716
Average	50,682

PUBLIC RELATIONS OFFICERS:
DIR OF COOPERATIVE EXTENSION

Rank	Salary
1	90,480
2	90,147
3	68,141
Average	82,923

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH

Rank	Salary
1	74,568
2	67,995
3	54,777
4	45,136
Average	60,619

DEANS:
AGRICULTURE

Rank	Salary
1	108,192
2	93,924
3	90,522
Average	97,546

DEANS:
ARTS AND SCIENCES

Rank	Salary
1	82,000
2	81,144
3	80,267
4	68,016
Average	77,857

DEANS:
BUSINESS/INDUSTRIAL MANAGEMENT

Rank	Salary
1	100,668
2	85,000
3	81,420
4	76,608
5	75,338
6	72,010
Average	81,841

DEANS:
EDUCATION

Rank	Salary
1	81,600
2	79,956
3	79,632
4	72,738
5	71,328
6	67,101
Average	75,393

DEANS:
ENGINEERING

Rank	Salary
1	99,228
2	98,712
3	95,014
4	81,884
5	68,016
Average	88,571

DEANS:
GRADUATE

Rank	Salary
1	76,000
2	73,320
3	69,888
4	62,504
Average	70,428

DEANS:
HEALTH/PHYSICAL
EDUC/RECREATION

Rank	Salary
1	82,536
2	73,000
3	69,312
Average	74,949

DEANS: HEALTH-RELATED PROFESSIONS
PHARMACY

Rank	Salary
1	92,352
2	83,408
3	83,244
Average	86,335

TABLE III

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG THIRTY-TWO UNIVERSITY SYSTEMS IN TWENTY-FIVE STATES

This table summarizes the data for thirty-two university systems in twenty-seven states. For making these data available, the University of Arkansas is grateful to the following university systems:

California State Universities and Colleges
City University of New York
Louisiana State University System
Minnesota State University System
Montana University System
Oregon State System of Higher Education
Southern Illinois University
State University System of Florida
State University of New York System
State University and Community College System of Tennessee
Texas A & M University System
University of Alabama System
University of Alaska Statewide System of Higher Education
University of Arkansas System
University of California
University of Colorado
University of Hawaii System
University of Houston System
University of Illinois System
University of Kansas
University of Maine
University of Maryland
University of Minnesota
University of Missouri
University of Nebraska Central Administration
University of Nevada System
University of North Carolina
University of South Carolina
University of Tennessee
University of Texas System
University of Wisconsin System
University System of New Hampshire

TABLE III (Continued)
UNIVERSITY SYSTEMS

CHIEF EXECUTIVE OFFICER:
PRESIDENT/CHANCELLOR

Rank	Salary
1	243,500
2	196,400
3	195,000
4	175,000
5	160,000
6	157,500
7	152,500
8	152,300
9	152,250
10	150,000
11	148,800
12	142,520
13	141,948
14	137,946
15	136,700
16	130,000
17	126,990
18	126,000
19	125,066
20	125,040
21	122,500
22	121,500
23	120,360
24	120,000
25	117,900
26	116,115
27	115,500
28	98,666
29	95,000
30	94,828
31	79,200
Average	137,969

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

Rank	Salary
1	178,500
2	170,000
3	140,660
4	135,200
5	131,250
6	127,500
7	125,000
8	122,196
9	121,160
10	120,750
11	(119,500)
12	117,200
13	116,600
14	106,000
15	99,750
16	99,495
17	99,400
18	94,128
19	94,050
20	92,173
21	90,000
22	84,357
23	84,081
24	83,577
25	67,000
Average	112,781

ACADEMIC OFFICERS:
ASSOCIATE VICE PRESIDENT

Rank	Salary
1	134,600
2	105,500
3	96,031
4	89,800
5	88,616
6	82,955
7	77,100
8	75,000
9	73,069
10	67,305
11	63,345
12	63,000
Average	84,693

ACADEMIC OFFICERS:
ASSISTANT VICE PRESIDENT

Rank	Salary
1	115,700
2	96,804
3	89,027
4	62,520
5	58,712
6	58,100
7	54,416
8	48,950
Average	73,029

ACADEMIC OFFICERS:
DIRECTOR

Rank	Salary
1	117,000
2	96,180
3	72,120
Average	95.100

OPERATIONS OFFICERS:
EXECUTIVE VICE PRESIDENT

Rank	Salary
1	170,000
2	131,250
3	122,196
4	119,576
5	(119,500)
6	115,500
7	(114,950)
8	111,260
9	110,000
10	106,722
11	103,000
12	86,642
Average	117,550

OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

Rank	Salary
1	120,000
2	110,000
3	96,031
4	86,401
5	79,410
6	78,036
7	(76,000)
Average	92,268

OPERATIONS OFFICERS:
ASSOCIATE VICE PRESIDENT

Rank	Salary
1	137,700
2	92,226
3	77,910
4	63,830
Average	92,917

TABLE III (Continued)
UNIVERSITY SYSTEMS

OPERATIONS OFFICERS:
EXECUTIVE ASSISTANT/ ASSISTANT TO THE PRESIDENT

Rank	Salary
1	92,600
2	(91,800)
3	89,483
4	89,000
5	82,693
6	82,000
7	74,261
8	73,000
9	(72,000)
10	69,857
11	66,144
12	65,000
13	65,000
14	60,513
15	58,500
16	(52,800)
17	45,000
18	37,210
Average	70,381

OPERATIONS OFFICERS:
LEGAL COUNSEL

Rank	Salary
1	170,500
2	155,000
3	122,196
4	115,500
5	113,000
6	100,000
7	99,750
8	99,200
9	(98,875)
10	94,350
11	92,874
12	91,075
13	90,600
14	(90,500)
15	86,794
16	84,645
17	79,342
18	75,084
19	71,552
20	69,027
21	68,800
22	67,920
23	66,432
24	(65,276)
25	58,704
26	57,229
27	54,000
Average	90,305

OPERATIONS OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

Rank	Salary
1	94,320
2	76,500
3	73,914
4	71,500
5	67,604
6	61,000
7	59,000
8	58,150
9	55,000
10	53,082
11	52,608
12	51,960
13	49,712
14	47,500
15	42,640
16	40,000
17	38,323
Average	58,401

OPERATIONS OFFICERS:
SECRETARY TO THE BOARD

Rank	Salary
1	120,400
2	110,800
3	(98,875)
4	97,554
5	(91,800)
6	89,111
7	88,570
8	85,140
9	76,828
10	72,420
11	72,120
12	(72,000)
13	(65,276)
14	60,107
15	(52,800)
16	48,120
17	46,560
18	46,300
19	32,300
20	25,000
21	20,592
Average	70,127

FINANCE AND BUSINESS OFFICERS: VICE PRESIDENT

Rank	Salary
1	155,000
2	140,130
3	135,200
4	130,500
5	130,000
6	125,660
7	122,196
8	120,750
9	120,000
10	117,031
11	115,500
12	112,506
13	102,800
14	(100,416)
15	99,750
16	99,090
17	99,000
18	97,423
19	94,800
20	94,185
21	94,128
22	92,368
23	92,177
24	92,000
25	88,513
26	85,380
27	82,503
28	80,080
29	63,600
Average	106,300

TABLE III (Continued)
UNIVERSITY SYSTEMS

FINANCE AND BUSINESS OFFICERS: ASSOCIATE VICE PRESIDENT

Rank	Salary
1	130,500
2	104,250
3	104,000
4	94,215
5	88,000
6	81,250
7	80,100
8	79,000
9	76,177
10	74,430
11	71,606
12	70,400
13	64,375
14	63,440
Average	84,410

FINANCE AND BUSINESS OFFICERS: ASSISTANT VICE PRESIDENT

Rank	Salary
1	105,000
2	103,093
3	93,132
4	84,696
5	73,000
6	72,375
7	71,000
8	(69,028)
9	65,400
10	63,960
11	63,288
12	55,080
Average	76,588

FINANCE AND BUSINESS OFFICERS: BUDGET OFFICER

Rank	Salary
1	137,600
2	102,780
3	88,000
4	86,000
5	84,432
6	82,908
7	78,640
8	74,500
9	(70,056)
10	68,640
11	65,700
12	65,629
13	62,550
14	56,624
15	48,650
16	45,620
17	41,040
18	35,820
Average	71,955

FINANCE AND BUSINESS OFFICERS: BUSINESS MANAGER

Rank	Salary
1	82,000
2	68,484
3	63,701
Average	71,395

FINANCE AND BUSINESS OFFICERS: CONTROLLER

Rank	Salary
1	113,500
2	100,000
3	96,180
4	93,730
5	87,602
6	78,333
7	77,073
8	75,516
9	66,175
10	66,000
11	64,940
12	63,120
13	56,788
14	56,750
15	56,700
16	55,161
Average	75,473

FINANCE AND BUSINESS OFFICERS: AUDITOR

Rank	Salary
1	97,700
2	92,440
3	87,764
4	84,200
5	82,250
6	76,300
7	73,107
8	71,400
9	70,400
10	69,888
11	67,600
12	65,652
13	65,328
14	63,835
15	62,315
16	58,980
17	57,400
18	56,166
19	55,692
20	54,260
21	54,052
22	50,950
23	50,400
24	45,000
Average	67,212

FINANCE AND BUSINESS OFFICERS: TREASURER

Rank	Salary
1	200,400
2	86,000
3	76,700
4	73,783
5	70,688
6	66,310
7	66,175
8	59,840
9	57,696
10	49,128
Average	80,672

TABLE III (Continued)
UNIVERSITY SYSTEMS

FINANCE AND BUSINESS OFFICERS: DIRECTOR OF PERSONNEL

Rank	Salary
1	88,000
2	86,904
3	84,696
4	83,616
5	82,132
6	81,000
7	80,794
8	72,600
9	72,000
10	71,240
11	68,770
12	60,960
13	60,930
14	57,637
15	53,024
16	44,658
17	43,940
18	43,800
Average	68,706

PUBLIC RELATIONS OFFICERS- INFORMATION SERVICES: VICE PRESIDENT

Rank	Salary
1	138,000
2	114,500
3	112,112
4	110,884
5	99,750
6	94,300
7	92,973
8	88,020
9	84,456
10	(76,000)
11	74,184
Average	98,653

PUBLIC RELATIONS OFFICERS- INFORMATION SERVICES: DIRECTOR

Rank	Salary
1	93,000
2	78,300
3	77,000
4	73,500
5	72,769
6	72,760
7	67,460
8	65,400
9	64,890
10	57,384
11	55,773
12	55,600
13	52,993
14	51,500
15	48,085
16	39,801
17	37,500
Average	62,571

PUBLIC RELATIONS OFFICERS- LEGISLATIVE RELATIONS: VICE PRESIDENT

Rank	Salary
1	125,200
2	110,000
3	106,500
4	105,400
5	103,000
6	101,600
7	93,500
8	89,500
9	88,100
10	84,645
11	84,000
12	(76,000)
13	75,005
14	70,380
Average	93,774

PUBLIC RELATIONS OFFICERS- LEGISLATIVE RELATIONS: DIRECTOR

Rank	Salary
1	114,000
2	103,480
3	87,202
4	82,500
5	77,000
6	75,586
7	68,500
8	68,500
9	66,432
10	62,202
11	62,124
12	59,700
13	52,762
14	38,938
Average	72,780

PUBLIC RELATIONS OFFICERS- DEVELOPMENT: VICE PRESIDENT

Rank	Salary
1	125,000
2	(123,000)
3	122,196
4	118,000
5	(114,950)
6	91,880
7	79,875
8	67,200
Average	105,263

PUBLIC RELATIONS OFFICERS- DEVELOPMENT: DIRECTOR

Rank	Salary
1	89,342
2	81,500
3	78,700
4	71,570
5	66,000
6	59,583
Average	74,449

TABLE III (Continued)
UNIVERSITY SYSTEMS

FACILITIES OFFICERS:
VICE PRESIDENT

Rank	Salary
1	122,196
2	116,800
3	116,550
4	106,500
5	94,001
6	93,001
7	92,300
8	69,632
9	67,558
10	67,463
Average	94,600

FACILITIES OFFICERS:
ASSOCIATE VICE PRESIDENT

Rank	Salary
1	100,600
2	91,000
3	88,867
4	70,000
5	67,430
6	66,646
7	62,880
8	50,715
Average	74,767

FACILITIES OFFICERS:
DIRECTOR

Rank	Salary
1	96,500
2	85,000
3	82,908
4	81,293
5	72,140
6	70,000
7	69,326
8	63,832
9	62,920
10	61,395
11	45,210
Average	71,866